

**FEDERAL FISCAL YEAR 2018
MONITORING REPORT
ON THE
ALABAMA DEPARTMENT
OF
REHABILITATION SERVICES
VOCATIONAL REHABILITATION
AND
SUPPORTED EMPLOYMENT PROGRAMS**



**U.S. Department of Education
Office of Special Education and
Rehabilitative Services
Rehabilitation Services Administration**

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SECTION 1: THE FEDERAL MANDATE AND SCOPE OF THE REVIEW

A. Background

Section 107 of the Rehabilitation Act of 1973 (Rehabilitation Act), as amended by Title IV of the Workforce Innovation and Opportunity Act (WIOA), requires the Commissioner of the Rehabilitation Services Administration (RSA) to conduct annual reviews and periodic on-site monitoring of programs authorized under Title I of the Rehabilitation Act to determine whether a vocational rehabilitation (VR) agency is complying substantially with the provisions of its State Plan under Section 101 of the Rehabilitation Act and with the evaluation standards and performance indicators established under Section 106 of the Rehabilitation Act subject to the performance accountability provisions described in Section 116(b) of WIOA. In addition, the Commissioner must assess the degree to which VR agencies are complying with the assurances made in the State Plan Supplement for Supported Employment Services under Title VI of the Rehabilitation Act.

Through its monitoring of the State Vocational Rehabilitation Services program (VR program) and the State Supported Employment Services program (Supported Employment program) administered by the Alabama Department of Rehabilitation Services (ADRS) in Federal fiscal year (FFY) 2018, RSA:

- Assessed the performance of the VR and the Supported Employment programs with respect to the achievement of quality employment outcomes for individuals with disabilities, including those with significant and most significant disabilities;
- Identified strategies and corrective actions to improve program and fiscal performance related to the following focus areas:
 - Performance of the VR Program;
 - Transition Services, including Pre-Employment Transition Services, for Students and Youth with Disabilities;
 - Supported Employment program;
 - Allocation and Expenditure of VR and Supported Employment Program Funds; and
 - Joint WIOA Final Rule Implementation.

In addition, RSA reviewed a sample of individual case service records to assess internal controls for the accuracy and validity of RSA-911 data and provided technical assistance to the VR agency to enable it to enhance its performance.

The nature and scope of this review and the process by which RSA carried out its monitoring activities, including the conduct of an on-site visit from July 23 through 27, 2018, is described in detail in the FFY 2018 Vocational Rehabilitation Program Monitoring and Technical Assistance Guide.

B. Review Team Participants

Members of the RSA review team included: April Trice, Sandy DeRobertis, and Edward West (Vocational Rehabilitation Program Unit); Joseph Doney (Technical Assistance Unit); Arseni Popov (Fiscal Unit); and Andrew Kerns (Data Collection and Analysis Unit). Although not all team members participated in the on-site visit, each contributed to the gathering and analysis of information, along with the development of this report.

C. Acknowledgements

RSA wishes to express appreciation to the representatives of ADRS for the cooperation and assistance extended throughout the monitoring process. RSA also appreciates the participation of others, such as the State Rehabilitation Council (SRC), the Client Assistance Program (CAP), advocates, and other stakeholders in the monitoring process.

SECTION 2: FOCUS AREA – PERFORMANCE OF THE STATE VOCATIONAL REHABILITATION SERVICES PROGRAM

A. Purpose

Through this focus area, RSA assessed the achievement of employment outcomes, including the quality of those outcomes, by individuals with disabilities served in the VR program by conducting an in-depth and integrated analysis of core VR program data and review of individual case service records. The analysis below, along with any accompanying observations, recommendations, or findings, is based on a review of the programmatic data contained in Tables 1 through 9 found in Appendix A of this report. The data used in the analysis are those collected and reported by VR agencies based on Policy Directive 14-01, which was implemented prior to changes in reporting requirements in Section 101(a)(10) of the Rehabilitation Act made by WIOA, as well as the establishment in title I of WIOA of common reporting requirements and performance indicators for all core programs in the workforce development system, including the VR program.

B. Analysis of the Performance of the VR Program

RSA reviewed ADRS' performance for FFYs 2015, 2016, and the first three quarters of FFY 2017, with particular attention given to the number of individuals who exited without employment in the State. Additionally, the review addressed the number of individuals who were determined eligible for VR services and who received services through the VR program. The data used in this review were provided by ADRS to RSA on the Quarterly Cumulative Caseload Report (RSA-113) and the Case Service Report (RSA-911).

Employment Outcomes

Resources: Program Performance Data Tables 2a, 2b, and 2c Case Status Information, Exit Status, and Employment Outcomes—FFYs 2015-2017.

Of note among the data reviewed, the number of employment outcomes ADRS reported through the RSA-911 for FFY 2015, FFY 2016, and the first three quarters of FFY 2017, respectively, were 4,602, 4,607, and 3,507. During this period, the total number of individuals who exited without employment after receiving services increased by approximately 350 percent, from 2,384 in FFY 2015, to 8,355 in the first three quarters of FFY 2017. As a result, the employment rate decreased from 65.9 percent to 29.6 percent. Similarly, the number of individuals below age 25 at closure who exited with employment for the same period decreased from 1,943 to 1,381, while the total number of these individuals who exited without employment after receiving services increased more than fourfold, from 860 in FFY 2015 to 3,602 in the first three quarters of FFY 2017. Consequently, the employment rate for this population decreased from 69.3 percent to 27.7 percent.

With respect to the quality of the employment outcomes achieved, the data for all individuals included competitive employment outcomes totaling 4,327 in FFY 2015 (94.0 percent), 4,391 in FFY 2016 (95.3 percent), and 3,349 in the first three quarters of FFY 2017 (95.5 percent).

During the period under review, the number of individuals below the age of 25 at exit who achieved competitive employment outcomes decreased from 1,064 to 678. ADRS provided revised data during the review for the number of competitive employment outcomes achieved, resulting in a corresponding increase in the percentage of competitive employment outcomes. The revised number and percentage of competitive employment outcomes for FFY 2015, FFY 2016, and the first three quarters of FFY 2017, respectively, are: 4,546 (98.8 percent), 4,546 (98.7 percent), and 3,480 (99.2 percent). Overall, ADRS reported 12,572 competitive employment outcomes between October of 2014 and June of 2017, constituting 98.9 percent of the 12,716 individuals exiting with employment outcomes throughout the period reviewed.

The average hourly earnings for individuals achieving competitive employment outcomes increased from \$10.52 in FFY 2015 to \$11.02 in the first three quarters of FFY 2017. The average hours worked for individuals achieving competitive employment outcomes decreased slightly over the same period, from 32.9 hours per week to 32.5 hours per week. From FFY 2015 through the first three quarters of FFY 2017, the average hourly earnings for individuals below the age of 25 at exit increased from \$9.07 to \$9.46. During this period, the average hours worked per week for competitive employment outcomes by individuals below age 25 at exit decreased from 32.6 hours to 31.8.

From FFY 2015 through the first three quarters of FFY 2017, the total number of individuals who achieved competitive employment outcomes with earnings meeting SGA decreased from 2,697 to 1,953.

VR Services Provided

Resources: Program Performance Data Tables 7a, 7b, and 7c VR Services Provided—FFYs 2015-2017.

In terms of postsecondary education for all individuals whose service records were closed in FFY 2016:

- 5.7 percent received bachelor's degree training;
- 2.2 percent received junior or community college training; and
- 0.1 percent received graduate degree training.

In FFY 2016, ADRS provided more community college training (3.5 percent) to individuals under the age of 25 compared to individuals over the age of 25 at service record closure. However, bachelor's degree training (6.4 percent) to individuals over the age of 25 was more frequent compared to individuals under the age of 25 at service record closure (4.7 percent).

In terms of other training-related services in FFY 2016, for all individuals served:

- 10.6 percent received miscellaneous training;
- 4.5 percent received occupational or vocational training; and
- 4.2 percent received on-the-job training.

Of all individuals served whose service records were closed in FFY 2016, ADRS provided job readiness training (55.8 percent); basic academic remedial or literacy training (1.8 percent); and no registered apprenticeship training (0.0 percent).

Of all the individuals who received career services, and whose service records were closed in FFY 2016:

- 66.7 percent received assessment services;
- 19.0 percent received job search assistance;
- 42.4 percent received job placement assistance;
- 6.8 percent received on-the-job supports (supported employment);
- 3.9 percent received on-the-job supports (short term); and
- 3.0 percent received benefits counseling.

In FFY 2016, ADRS reported that 97.4 percent of individuals whose service records were closed received VR counseling and guidance, and 14.1 percent received information and referral services. In terms of other services provided by ADRS to all individuals in FFY 2016, the agency reported that:

- 16.1 percent received rehabilitation technology;
- 19.5 percent received transportation services;
- 23.3 percent received other services; and
- 18.7 percent received maintenance services.

ADRS reported that of all individuals served whose service records were closed, 1.3 percent received interpreter services, 0.1 percent received personal attendant services, and 0.4 percent received technical assistance services.

The performance of ADRS for all individuals served is similar to its performance for individuals under the age of 25 who exited during FFY 2016 in terms of the percentages receiving various services.

Outcomes by Disability Type

Resources: Program Performance Data Tables 4a, 4b, and 4c Agency Outcomes by Disability Type—FFYs 2015-2017.

In FFY 2016, individuals with the following three disability types were most frequently served as expressed as a percentage of all individuals with disabilities served:

- Individuals with intellectual/learning disabilities (41.0 percent of all individuals and 18.1 percent of individuals under the age of 25 at service record closure);
- Individuals with psychosocial/psychological disabilities (25.9 percent of all individuals and 34.6 percent of individuals under the age of 25 at service record closure); and

- Individuals with physical disabilities (19.5 percent of all individuals and 27.7 percent of individuals under the age of 25 at service record closure).

Further, ADRS reported the following employment rates for individuals with the above disability types in FFY 2016:

- Individuals with intellectual/learning disabilities (67.7 percent for all individuals and 69.5 percent for individuals under the age of 25 at service record closure);
- Individuals with psychosocial/psychological disabilities (66.5 percent for all individuals and 64.3 percent for individuals under the age of 25 at service record closure); and
- Individuals with physical disabilities (63.5 percent for all individuals and 62.5 percent for individuals under the age of 25 at service record closure).

In FFY 2016, ADRS reported higher employment rates for each disability type when comparing those for individuals under the age of 25 to those individuals over the age of 25 at service record closure. In FFY 2016, ADRS' highest employment rate for all individuals served was for those individuals with auditory/communicative impairments (78.3 percent), while the highest employment rate for individuals under age 25 at service record closure was for those individuals with visual impairments (85.7 percent).

Compliance with the Statutory Time Frame for Application to Eligibility Determination

Resources: Tables 5a, 5b, and 5c Number of Days from Application to Eligibility Determination—FFYs 2015-2017.

The percentage of individuals served whose service records were closed and who were determined eligible within 60 days from the date of application decreased from 74.1 percent in FFY 2015, to 73.8 percent in FFY 2016. Similarly, the percentage of individuals under the age of 25 at exit whose service records were closed and who were determined eligible within 60 days from the date of application decreased from 69.7 percent in FFY 2015, to 68.5 percent in FFY 2016.

Compliance with the Statutory Time Frame from Eligibility Determination to IPE Development

Resources: Tables 6a, 6b, and 6c Number of Days from Eligibility Determination to IPE—FFYs 2015-2017.

The percentage of individuals whose service records were closed and for whom an IPE was developed within 90 days from the determination of eligibility decreased from 98.1 percent in FFY 2015, to 94.5 percent in FFY 2016. Similarly, the percentage of youth under the age of 25 for whom an IPE was developed within 90 days from the determination of eligibility decreased from 96.7 percent in FFY 2015, to 91.1 percent in FFY 2016.

Types of Occupational Outcomes for Individuals Who Achieved Employment

Resources: Tables 8a, 8b, and 8c Standard Occupational Classification (SOC) Codes Percentages of Employment Outcomes and Median Hourly Earnings for Individuals Who Achieved Competitive Employment Outcomes at Closure—FFYs 2015-2017.

The following represent the three most frequent occupational categories expressed as a percentage of all individuals achieving employment outcomes in FFY 2016:

- Transportation and Material Moving occupations (18.7 percent, with a median hourly wage of \$9.00);
- Food Preparation and Serving Related occupations (14.2 percent, with a median hourly wage of \$8.00); and
- Building and Grounds Maintenance occupations (10.9 percent, with a median hourly wage of \$8.60).

In terms of those individuals who obtained an employment outcome in supported employment in FFY 2016, the most commonly occurring occupations among such individuals are similar to the above occupational categories and the median hourly wages are also consistent with wages earned for all individuals exiting the program in those occupations.

For individuals under the age of 25 who achieved an employment outcome in FFY 2016, the following occupational categories represent the three highest percentages:

- Transportation and Material Moving occupations (23.5 percent, with a median hourly wage of \$8.83);
- Food Preparation and Serving Related occupations (18.9 percent, with a median hourly wage of \$7.66); and
- Production occupations (9.5 percent with a median hourly wage of \$9.00).

In FFY 2016, individuals who obtained employment outcomes in architecture and engineering occupations; business and financial operations; and life, physical, and social science occupations earned the highest median hourly wages; however, very few individuals obtained outcomes in these fields. The lowest median hourly wage was for individuals who obtained an employment outcome in food preparation and serving related occupations (\$8.00 per hour) and personal care and service occupations (\$8.00 per hour).

Reasons for Exit for Individuals Who Did Not Achieve an Employment Outcome

Resources: Tables 9a, 9b, and 9c Reason for Exit for All Individuals Who Did Not Achieve an Employment Outcome at Closure—FFYs 2015-2017.

From FFY 2015 through the first three quarters of FFY 2017, the total number of individuals who did not achieve an employment outcome at closure increased from 5,309 to 10,483. The data demonstrated a similar trend for individuals under the age of 25. The total number of these individuals who did not achieve an employment outcome at closure increased from 2,035 in FFY 2015, to 4,512 in the first three quarters of FFY 2017.

The percentage of individuals whose service records were closed because ADRS was not able to locate them increased from 42.9 percent in FFY 2015, to 52.6 percent in the first three quarters of FFY 2017. The percentage of individuals whose service records were closed because they were not interested in receiving services or further services stood at 31.8 percent in FFY 2015, and 30.3 percent in the first three quarters of FFY 2017.

Similarly, the percentage of individuals under the age of 25 at exit whose service records were closed because ADRS was not able to locate them stood at 45.6 percent in both FFY 2015 and The first three quarters of FFY 2017. The percentage of individuals under age 25 whose service records were closed because they were not interested in receiving services or further services stood at 30.4 percent in FFY 2015, and 29 percent during the first three quarters of FFY 2017.

C. Internal Controls

The RSA review team assessed performance accountability in relation to the internal control requirements in 2 C.F.R. § 200.303. Internal controls mean a process, implemented by a non-Federal entity, designed to provide reasonable assurances regarding the achievement of objectives in the effectiveness and efficiency of operations, reliability of reporting for internal and external use, and compliance with applicable laws and regulations. Internal controls are established and implemented as a measure of checks and balances to ensure proper expenditure of funds. Internal controls serve to safeguard assets and prevent fraud, waste, abuse, and mismanagement. They include methods and procedures the grantee uses to manage the day-to-day operations of grant-supported activities to assure compliance with applicable Federal requirements and that performance goals are being achieved.

Policies and Procedures

During the review, ADRS had adequate internal controls in place to review 15% of open and closed case records on a semi-annual basis. Reports were generated and used to inform and train staff. At the time of the review, ADRS was in the process of updating its internal controls to reflect current processes. There was evidence of a highly controlled process in place that led to solid quality control standards exercised by management and practiced by VR counselors and support staff.

However, RSA found that ADRS' case management policies lacked specificity of process and that they required review and updating. Procedures were recorded in job roles and functions but were not contained in any one single procedural document. RSA suggested ADRS update these procedures and compile them in one process document.

Data Verification Review

The RSA review team randomly selected 30 service records for review to verify that the records contained documentation supporting data reported by the VR agency on the RSA-911 report. The results of that review are summarized in Appendix B.

RSA's case record review indicated an overall 100% accuracy quality rating. Of the 30 cases reviewed, all 22 with an employment outcome had adequate documentation of the outcome, and

all 30 cases reviewed had adequate documentation of the date of the IPE. All other data were accurately recorded in the 30 case files reviewed.

D. Observations and Recommendations

RSA's review of the performance of ADRS in this focus area resulted in the identification of the following observation and recommendations to improve performance.

2.1 Exited without Employment

From FFY 2015 through the first three quarters of FFY 2017, the total number of individuals who did not achieve an employment outcome at exit from the VR program (including those who exited: as applicants, from trial work experiences, after eligibility determination but before the development of the IPE and before receiving services, and after receiving services on an IPE) increased from 5,309 to 10,483. A similar trend was noted for individuals under the age of 25. For this population, the total number of individuals who did not achieve an employment outcome at exit increased from 2,035 in FFY 2015, to 4,512 in the first three quarters of FFY 2017.

Recommendations 2.1

RSA recommends that ADRS:

- 2.1.1 Evaluate the decline in the number of individuals that exited without employment;
- 2.1.2 Evaluate the provision of services and determine whether individuals are receiving the necessary services to achieve quality employment;
- 2.1.3 Develop measurable goals and strategies to address any barriers that may lead to individuals either exiting the program prior to employment or not achieving quality employment outcomes; and
- 2.1.4 Based on the outcome, develop and provide training to staff, and assess the effect of these strategies and modify them, if necessary.

Agency Response: ADRS has evaluated the decline in the number of individuals who exited from the program in FY 17. A long-standing practice by ADRS has been to limit the closure of cases who have received services which are intended to result in an employment outcome when the counselor cannot locate the individual or the individual no longer demonstrates an interest in further services. This practice allows the counselor a significant amount of time to locate the consumer and determine if the employment outcome has been achieved. However, the result of this practice is an accumulation of individuals in the counselor's caseload with whom the agency is attempting to re-establish a working relationship. With the data collection requirements required by RSA PD-16-04, all active cases required a significant degree of backfill to record data "at IPE". This required information was not previously collected on any consumer cases. Counselors were instructed to contact every consumer in their caseload and gather and record the information needed. Information related to educational attainment, SOC codes if employed, dates of graduation, etc. was collected on approximately 16,000 consumers. This information was required on every case in the system on July 1, 2017 for reporting on the RSA-911. If the information could not be obtained because there was no longer an on-going relationship with the consumer, the case had to be closed. This is what led to the increase in the number of consumers

who had not achieved an employment outcome at closure in the first three quarters of FY 17 as described by the reviewers.

A further analysis of this decline revealed the following data.

The average employment rate for FY 2000 to FY 2019 (20 years) is 61.7 %.

The average employment rate for FY 2018 - FY 2019 (two years) is 62.1%.

This evaluation reveals that the years in question being assessed by the RSA team were an anomaly created by the need to comply with the mandates of WIOA and backfill cases. However, as a result of RSA guidance, the agency has changed the practice of requiring counselors to refrain from closing cases for an extended period. As of PY 2017 (July 1, 2017) counselors may close a case as no longer interested in services or unable to locate as soon as they feel it is appropriate. As a result, ADRS is no longer creating a backlog of cases that will need to be closed at a later time. With this new effort, the average employment rate of greater than 61% is being achieved. In addition, the agency is implementing a consumer satisfaction survey to assess counselor/consumer communication among active cases to address the concern that ADRS may be losing contact with some consumers prior to achieving an employment outcome. Further strategies, including provision of training and work-based experiences, will be implemented to increase the employment rate and improve quality employment outcomes.

Further evaluation of the provision of services also revealed that greater than 50% of the cases closed as unsuccessful were students or youth with disabilities. It is believed that with the implementation of Pre-Employment transition services, the value of the services provided to students will be enhanced and serve to solidify the relationship between the consumer and the counselor to achieve quality employment outcomes. It is anticipated that with this enhanced relationship, ADRS will have more success in maintaining contact with students and youth who leave school or home to begin an adult life which includes being employed.

Request for Technical Assistance: ADRS does not require technical assistance at this time.

E. Findings and Corrective Actions

RSA's review of the performance of ADRS in this focus area resulted in the identification of the following finding and the corresponding corrective actions to improve performance.

2.1 Eligibility Determination

Issue: Did ADRS consistently process eligibility determinations within the 60-day time frame following application during the review period as reported in the RSA-911.

Requirement: Under 34 C.F.R. § 361.41(b)(1), eligibility determinations are to be made for individuals who have submitted an application for VR services, including applications made through common intake procedures in one-stop centers under Section 121 of WIOA, within 60 days, unless there are exceptional and unforeseen circumstances beyond the control of the designated State unit (DSU) and the individual and DSU agree to a specific extension of time or

an exploration of the individual's abilities, capabilities, and capacity to perform in work situations is carried out in accordance with 34 C.F.R. § 361.42(e).

Analysis: As part of the monitoring process, RSA analyzed the length of time it took for ADRS to develop eligibility determinations for applicants for VR services. Data reported by ADRS on the RSA-911 show:

- The 60-day statutory timeframe for all individuals from application to eligibility determination for FFY 2015 and FFY 2016 was 74.1 percent and 73.8 percent, respectively; and
- The 60-day statutory time frame for individuals under the age of 25 from application to eligibility determination for FFY 2015 and FFY 2016 was 69.7 percent and 68.5 percent, respectively.

ADRS has policies that address the 60-day standard and documentation procedures for those individuals who require an extension of the time frame. ADRS informed RSA that the agency added an "Activity Due" notification to the case management system at 30 days to serve as a reminder for counselors and supervisors of the time that has elapsed since application. In addition, supervisors and counselors receive a report to track time that has elapsed from application to eligibility.

Conclusion: ADRS was not in compliance with Section 102(a)(6) of the Rehabilitation Act and 34 C.F.R. § 361.41(b)(1) because ADRS did not make eligibility determinations within the required 60-day period for all individuals whose service records were closed in FFYs 2015 and 2016.

Corrective Action Steps:

RSA requires that ADRS:

- 2.1.1 Comply with 34 C.F.R. § 361.41(b)(1) by making eligibility determinations within the required 60-day period;
- 2.1.2 Assess and evaluate VR counselor performance and identify effective practices that ensure timely eligibility determinations are made within 60 days from the date of application, including the use of case management tools for, and supervisory review of, timely eligibility determinations; and
- 2.1.3 Develop procedures for VR counselors and supervisors to track and monitor timely and untimely eligibility determinations.

Agency Response: The Alabama Department of Rehabilitation Services agrees with the finding and recognizes the importance of consistently processing eligibility determinations within the 60-day time frame following application.

Prior efforts by ADRS to address performance in this area included the development of "activity due" reminders and a dashboard indicator. These tools were intended to enable counseling and supervisory staff to monitor compliance with the 60-day eligibility requirement. To improve compliance in this area, ADRS will implement new management reports designed to monitor and

assess compliance at the division, unit and caseload level. Supervisors will have the tools needed to intervene and prevent cases from exceeding the 60-day eligibility requirement. Furthermore, ADRS is adding compliance with statutory time frames for 60-day eligibility determination as a responsibility listed in each counselor's annual performance appraisal. Eligibilities determined after 60 days, including those with an extension, will be considered out of compliance. Lastly, ADRS agrees with the need to systemically study the eligibility determination process for new applicants, to pinpoint bottlenecks and circumstances beyond individual counselor control, and to devise interventions to improve performance. ADRS has noted that the average eligibility determination period is typically longer for youth and students with disabilities. Recent feedback received from the field indicates that it can sometimes be difficult to obtain documentation needed for eligibility determination from school systems. Presently, ADRS is attempting to obtain, from the Alabama State Department of Education, a statement of endorsement that can be used to open doors at the local level. ADRS is currently reviewing internal policies, procedures and guidelines that may present barriers to timely eligibility determination. ADRS will act upon these findings and implement staff training, and if necessary, request technical assistance to improve eligibility determination within the required time frame.

Request for Technical Assistance: ADRS does not require technical assistance at this time.

F. Technical Assistance

During the course of monitoring activities, RSA provided technical assistance to ADRS as described below.

RSA suggested that the quality assurance unit develop a single internal controls document that details the specifics of the quality assurance of case service records. RSA also suggested that the quality assurance unit raise the standard of performance required in the case service records from 85 percent to 90 percent to better demonstrate substantial compliance with Federal requirements. ADRS requested and was provided technical assistance on what required forms of employment verification, including wages and date of employment, are acceptable in the case service record. RSA provided ADRS technical assistance on the use of appropriate start dates for employment verification on an employment retention case or a person who was working when the IPE was created. Further, ADRS received technical assistance on the need to report all forms of wages, tips, etc. for those individuals reported to have earnings at or above the minimum wage (where pay stubs do not reflect tips and describe wages that are less than the minimum wage).

SECTION 3: FOCUS AREA –TRANSITION SERVICES, INCLUDING PRE-EMPLOYMENT TRANSITION SERVICES, FOR STUDENTS AND YOUTH WITH DISABILITIES

A. Purpose

The Rehabilitation Act, as amended by WIOA, places heightened emphasis on the provision of services, including pre-employment transition services under Section 113, to students and youth with disabilities to ensure they have meaningful opportunities to receive training and other VR services necessary to achieve employment outcomes in competitive integrated employment. Pre-employment transition services are designed to help students with disabilities to begin to identify career interests that will be explored further through additional vocational rehabilitation services, such as transition services. Through this focus area RSA assessed the VR agency’s performance and technical assistance needs related to the provision of VR services, including transition services to students and youth with disabilities and pre-employment transition services to students with disabilities; and the employment outcomes achieved by these individuals.

B. Service Delivery Overview

The VR agency must consider various requirements under the Rehabilitation Act and its implementing regulations in designing the delivery of VR services, including pre-employment transition services and transition services. For example, pre-employment transition services provided under Section 113 of the Rehabilitation Act and 34 C.F.R. § 361.48(a) are available only to students with disabilities. However, transition services provided for the benefit of a group of individuals under Section 103(b)(7) of the Rehabilitation Act and 34 C.F.R. § 361.49(a)(7) may be provided to both students and youth with disabilities. Youth with disabilities who are not students may receive transition-related services identified in an individualized plan for employment (IPE) under Section 103(a) of the Rehabilitation Act but may not receive pre-employment transition services because these services are limited to students with disabilities. On the other hand, students with disabilities may receive pre-employment transition services with or without an IPE under Section 113 of the Rehabilitation Act or may receive pre-employment transition services and/or transition services under an IPE in accordance with Section 103(a)(15) of the Rehabilitation Act. A discussion of ADRS’ service delivery system and implementation of VR services, including pre-employment transition services and transition services, follows.

Structure of Service Delivery

Transition services and pre-employment transition services are provided by VR counselors and CRPs throughout the State of Alabama. Students and youth can be referred to ADRS by their teachers, transition coordinators, CRPs, family members, or representatives. Students and youth may also self-refer by contacting their local ADRS office or completing a referral form. ADRS also developed a pre-employment transition services referral form. The referral form includes demographic information such as: a student’s or youth’s name; date of birth; current grade; Social Security number, if available; gender; race; and official signatures. The referral form also

requests a copy of the student's or youth's most recent individualized education program (IEP) or 504 plan. Finally, transition services and pre-employment transition services are provided in group settings and on an individualized basis and are purchased under ADRS' VR fee schedule and through third party cooperative arrangements (TPCA).

Outreach and Identification of Students and Youth

ADRS ensures that all required activities as described in Section 113(b) of the Rehabilitation Act and 34 C.F.R. § 361.48(a)(2) are made available to or arranged for students and youth with disabilities statewide, including students who are potentially eligible for pre-employment transition services. Although ADRS has not made any changes to its outreach policy to include outreach to students and youth with disabilities, the agency assigns at least one VR counselor to each public secondary school in the State to provide transition services and pre-employment transition services. ADRS also reported that its VR counselors are active in attending IEP meetings, job fairs, conferences, and participate on interagency workgroups. Others have presented at transition events in local school districts and surrounding communities. ADRS managers participate in workgroups and conferences to educate transition personnel across the State about transition and pre-employment transition services. ADRS also uses Transition Unlimited, online modality to provide outreach and identification of students and youth with disabilities. This online platform is designed to build capacity and bring specific pre-employment transition services planning to each local high school and provide guidance to transition stakeholders and local educational agencies during the development of action plans for the delivery of pre-employment transition services that best meet the needs of students with disabilities who are eligible or potentially eligible for VR services. Over 360 high schools participate in this initiative throughout the State.

ADRS completed its WIOA State Plan and comprehensive statewide needs assessment (CSNA) in FFY 2016 and FFY 2017, respectively. Amendments to the WIOA State Plan were made in FFY 2018. Survey findings revealed that students and youth with disabilities are affected by disproportionately high dropout rates, lower rates of enrollment and completion of postsecondary education, and significantly higher rates of unemployment or underemployment. The agency reported that it would continue to target all students and youth with disabilities by conducting outreach to statewide 504 coordinators, transition specialist, and special education staff.

Provision of Pre-Employment Transition Services

ADRS provides pre-employment transition services to students with disabilities who are: (a) enrolled in secondary school; (b) at least age 16 or in the 9th grade, but not older than 21; and (c) have a disability documented with an IEP or 504 plan. ADRS and its CRPs provide the five required activities described in Section 113(b) of the Rehabilitation Act and 34 C.F.R. § 361.48(a)(2) in group settings and on an individual basis. These activities are made available to students in need of pre-employment transition services regardless of whether a student with disabilities has applied for VR services. At the time of the on-site monitoring visit, the agency reported that 7,940 students with disabilities statewide were receiving pre-employment transition services.

RSA and ADRS discussed the following five required activities and the types of services and activities provided to students with disabilities in Alabama:

- Job Exploration Counseling – This required activity includes administration of vocational interest inventories, discussion of labor market information, attendance at job fairs, participation in worksite visits and mock interviews, review of wage and hour information for occupations, job interview techniques and online job search techniques, proper clothing for an interview and work, hygiene and grooming standards, and strategies on how to answer behavior-based questions.
- Work-Based Learning Experiences - Students participate in worksite tours and job shadowing experiences at community businesses to obtain first-hand knowledge of work settings, including duties, personnel, daily expectations of productivity/output, shifts, accommodations, compensation, unwritten rules of work, etc. In addition, students learn to display appropriate worksite behaviors and begin applying the knowledge and tools they have learned. They learn the importance of networking and begin to document resources identified within their networks.
- Counseling on Opportunities for enrollment in Comprehensive Transition or Postsecondary Educational Programs - Students participate in university and/or college tours, discussion of college majors and course offerings with academic advisors, understanding the difference in laws for postsecondary institutions and high school, learn how to obtain accommodations in the college setting working with disability support services, and discussion of career opportunities with career counselors.
- Workplace Readiness Training – This required activity includes soft skills and interpersonal skills training (e.g., time management, communication, problem-solving, teamwork, and benefits of planning and organizing).
- Instruction in Self-Advocacy – This required activity includes benefits counseling applicable to recipients of Supplemental Security Income (SSI) and Social Security Disability Insurance (SSDI); planning and budgeting; simulated financial management activities; and financial courses in credit cards, credit scores, student loans, taxes, and savings.

ADRS provides pre-employment transition services through the following activities provided at various colleges and universities throughout the State:

- STEM Wars - A transition event designed for blind and deaf students in an effort to inform students, parents, and teachers about careers in science, technology, engineering, and math. Students are introduced to principles of STEM, participate in hands-on STEM activities and engage in discussions with STEM personnel.
- Troy University College Prep-Campus Success - A week-long camp to assist deaf or hard of hearing students prepare for university or college training. Camp activities include how to manage postsecondary expectations and social media, best practices to identify learning styles, and notetaking and assistive technology.
- ACT Prep Academy - Students receive instruction in ACT test strategies, reading comprehension, vocabulary building, and strategies for problem-solving in mathematics. All classroom and campus activities are facilitated by American Sign Language interpreters or real-time captioning.

ADRS and RSA reviewed the statutory and regulatory requirements related to the provision of the nine authorized activities as described in Section 113 of the Rehabilitation Act and 34 C.F.R. § 361.48(a)(3). At the time of the on-site monitoring visit, ADRS reported that it has expended a portion of its 15 percent reserve during FFY 2016 and FFY 2017 on the Alabama Transition Conference, a statewide annual conference that provides an opportunity for counselors and transition staff to be updated on best practices and trends related to transition.

ADRS reported that it has cooperative arrangements with local school districts, the Alabama State Department of Education (ALSDE), the Arc of Tuscaloosa County, the Auburn Transition Leadership Institute, and the Darden Rehabilitation Foundation. Agency staff also participate on the Alabama State Interagency Transition Team, statewide transition workgroups, teacher workshops, and career fairs. ADRS also partners with Troy University and Auburn University to provide transition and pre-employment transition related services. Lastly, ADRS' transition services and pre-employment transition services policies and procedures are up to date. However, the agency needs to include in its policy that a student's employment goal must be placed on the IPE prior to exit from high school.

Provision of Transition Services

VR counselors and ADRS' CRPs are encouraged to work with students and youth to identify their interests and abilities, employment goals, and the services needed to achieve their employment goals. Service-related activities include guidance and counseling, job readiness training, career assessments, job search assistance, job placement assistance, and transportation assistance. In order to provide transition services to students and youth with disabilities, ADRS also uses EngageAL, an app designed to guide Alabama students, family members, and educators during the transition planning process and prepare for IPE meetings. The app assists students through a self-assessment questionnaire that identifies their strengths, preferences, interests, and needs.

ADRS and RSA discussed the provision of group services available to students and youth who may not have applied for VR services under Section 103(b) of the Rehabilitation Act and 34 C.F.R. § 361.49(a)(7). ADRS had not implemented group transition services at the time of the monitoring visit.

State Educational Agency (SEA) Agreement

ADRS and ALSDE work collaboratively to provide transition services and pre-employment transition services to youth and students with disabilities. ADRS and ALSDE finalized the SEA agreement in July 2018. The interagency agreement includes: the purpose of the interagency agreement; the roles and responsibilities, including financial responsibilities of ADRS and ALSDE; the personnel responsible for providing transition services and pre-employment transition services; consultation and technical assistance; and Section 511 requirements. Further, ADRS and ALSDE entered into TPCAs with 31 LEAs to provide pre-employment transition services.

IPE Development for Students and Youth with Disabilities

Although WIOA requires that an IPE must be developed within a 90-day time frame, ADRS issued a policy to its staff that students and youth with disabilities who have been determined eligible for VR services must have an IPE within a 60-day timeframe. In the event an IPE is not developed within the 60-day time frame, a time extension must be initiated by the VR counselor and approved by his or her supervisor. A case status report is distributed to aid VR counselors in meeting the 60-day IPE requirement. At the time of the monitoring visit, ADRS had used projected vocational goals in the development of its IPEs.

C. Observations and Recommendations

RSA's review of ADRS' performance in this focus area did not result in the identification of observations and recommendations to improve performance.

D. Findings and Corrective Actions

RSA's review of the performance of the VR program in this focus area did not result in the identification of findings and corrective actions to improve performance.

E. Technical Assistance

During the course of monitoring activities, RSA provided technical assistance to ADRS as described below.

Provision of Pre-Employment Transition Services

ADRS asked if RSA is collecting and analyzing data on the long-term effectiveness of pre-employment transition services nationally and what impact this is having on other states and the national VR program. Further, ADRS requested comparable data reports for all VR agencies.

SECTION 4: FOCUS AREA – STATE SUPPORTED EMPLOYMENT SERVICES PROGRAM

A. Purpose

WIOA made several significant changes to title VI of the Rehabilitation Act that governs the Supported Employment program. The amendments to title VI are consistent with those made throughout the Rehabilitation Act to maximize the potential of individuals with disabilities, especially those individuals with the most significant disabilities, to achieve competitive integrated employment and to expand services for youth with the most significant disabilities. Through this focus area, RSA assessed the VR agency performance and technical assistance needs related to the provision of supported employment services to individuals with the most significant disabilities and extended services for youth with the most significant disabilities; and the employment outcomes achieved by these individuals.

B. Overview of Service Delivery and Performance of the Supported Employment Program

Delivery of Supported Employment Services

As reported in the 2017 CSNA, “the number of individuals with supported employment plans has increased annually every year since 2012.” ADRS attributes this upward trend to the Agency’s substantially increased efforts to expand availability, enrollment, and the array of statewide CRPs to provide supported employment services for individuals with the most significant disabilities, including but not limited to individuals with intellectual disabilities, severe and persistent mental illness, and autism.

ADRS reports a longstanding practice of promoting individualized job placements in community settings for all individuals with disabilities served by the Agency based upon their unique strengths, resources, priorities, concerns, capabilities, interests, and informed choice, including individuals with most significant disabilities served through the Agency’s Supported Employment program. ADRS’ VR counselors and Supported Employment program managers, as well as CRP staff who provide supported employment services for individuals with the most significant disabilities, emphasized that ADRS’ guiding principle is that individuals with disabilities, including those with the most significant disabilities, are capable of achieving employment that meets the Federal and State guidelines for competitive employment in an integrated setting, and coincides with the vocational goals on their respective IPEs when provided the necessary services and supports.

ADRS’ focus on individualized community placements was highlighted by two detailed job placement reports. The first report was limited to the first nine months of FFY 2017 (October to June) to be consistent with the current review cycle, and the second report encompassed the full twelve months which comprise the full fiscal year (October to September). In FFY 2017, as documented in the referenced reports, ADRS reported supported employment outcomes with 424 single placement employers, including 332 single placement employers in the first nine months of the fiscal year. These reports likewise documented that fewer than one out of every seven

supported employment hires were with a business that employed anyone from ADRS other than that hire.

ADRS provided supported employment services primarily through a place and train model, Project SEARCH, the “Transition to Success” program, and Individual Placement and Support.

Place and Train Supported Employment Model

ADRS contracted with a network of CRPs to provide intensive supported employment services through a place and train model funded with a back-loaded milestone payment system until employment stability is achieved. ADRS reported that it had increased its expenditure levels on milestone payments by an average of eight percent per year from FFY 2015 through FFY 2017, encompassing the current review cycle.

The specific supported employment services provided by 39 CRPs throughout the State included:

- Determination of need (Milestone 1) through work-based assessments of the individual’s abilities, preferences and functional limitations;
- Potential employer list and job match profile development (Milestone 1-A) through an in-depth discovery process, including, as needed, assessments or customized assessments which focus upon the individuals’ interests, strengths, barriers, and support needs;
- Job development and selective job placement (Milestone 2) that meets the Federal and State guidelines for competitive employment in an integrated setting and matches the vocational goal on his or her IPE;
- Job retention (Milestone 3) support services, including gradually fading intensive on-site supports by the assigned job coach for as long as the employer determines is necessary to reasonably conclude that the individual is capable of working independently, and extended supports are in place, including ongoing natural support services; ongoing support services funded by a State agency, a private nonprofit or any other appropriate resource; or, for youth only, ongoing support services funded by ADRS for a period not to exceed four years or such a time that the individual reaches age 25 and no longer meets the definition of a “youth with a disability;” and
- Case record closure (Milestone 4) subsequent to employment in a job that is satisfactory to the individual, is consistent with the individual’s IPE goal, is at minimum wage or above, is in an integrated work setting, and has extended supports in place for at least 90 days following fading by the job coach.

Project SEARCH Supported Employment Model

At the time of the review, ADRS had ten Project SEARCH sites; seven exceeded the national average for employment of 70 percent for Project SEARCH. ADRS data showed that 116 students matriculated in one of the Agency’s eleven Project SEARCH sites during the school year ending in May 2018, and that 98 of these students, or 84 percent, finished the program. As of June 30, 2018, 79 participants, or 80 percent of the 98 Project SEARCH completers, were working, on average, 25.8 hours per week at \$8.84 per hour.

Transition to Success, A Preparatory Supported Employment – Situation Job Coaching Program

Transition to Success, a collaborative effort between ADRS, the State Department of Education, Auburn University, a nationally recognized CRP, and the local school system, is a program that serves students and youth on the autism spectrum. This program geared toward moving the teaching of social skills in the classroom into real world situations, is typically followed by either individualized job development with both situational job coaching and applied social skills training, or supported employment services, including Project SEARCH.

Individual Placement and Support - Supported Employment Model

ADRS, as of September 30, 2017, in concert with the Alabama Department of Mental Health, the Department of Veterans Affairs, and Auburn University, completed the fourth year of a five-year supported employment program. This Individual Placement and Support (IPS) initiative for individuals with severe and persistent mental illness is funded, in substantial part, by a grant from the Substance Abuse and Mental Health Services Administration. This initiative opened 86 individual employment cases in FFY 2017 and 24 individuals successfully obtained competitive employment in an integrated setting.

Transitioning Subminimum Wage Employees to Supported Employment

ADRS reports a strong working relationship with employers who hold special wage certificates under Section 14(c) of the Fair Labor Standards Act (FLSA). In accordance with Section 511 of the Rehabilitation Act, ADRS stated that it was offering career counseling, information and referral services, and workforce participation directed benefits counseling to everyone in the State known to be employed at subminimum wage pursuant to Section 14(c) of the FLSA, and that the Agency was actively working with schools throughout the State to provide pre-employment transition services to individuals who historically would have been directed to subminimum wage employment by school personnel upon aging out of special education. ADRS, likewise, has developed a form to be signed by youth under 25 seeking subminimum wage employment or their guardians, as appropriate, to document receipt of pre-employment transition services, the status of their respective applications for VR services, and provision of VR counseling services.

ADRS was collaborating with the Alabama Department of Mental Health/Developmental Disabilities (MH/DD) and the Alabama Developmental Disabilities Council to move waiver service recipients to competitive integrated employment in the community, particularly supported employment. The Gaining Access to Employment Project (Project GATE) is the first of several similar collaborative initiatives in Alabama developed to address the Rehabilitation Act's mandate to provide meaningful opportunities within local industries for individuals employed under Section 14(c) of the FLSA. Project GATE, and similar initiatives for Section 14(c) employees, allows for longer periods of time in internships than is typical for the place and train model, including rotations to different programs, as needed, so as to facilitate the ability of individuals with the most significant intellectual disabilities to master more complex, repetitive tasks that lead to employment opportunities.

ADRS reports that the Agency and MH/DD staff gave multiple State and local presentations during the current review cycle to holders of Section 14(c) special wage certificates regarding how to develop initiatives, like Project GATE, designed to move individuals with the most significant disabilities in both rural and urban areas from subminimum wage employment to competitive integrated employment.

Performance of the Supported Employment Program

A summary analysis of the performance of the Supported Employment program (see Appendix C) revealed the following information:

In FFY 2015, FFY 2016, and the first three quarters of FFY 2017, respectively, ADRS assisted 432, 472, and 381 individuals to achieve supported employment. Of these, 399 (92.4 percent), 438 (92.8 percent), and 351 (92.1 percent), respectively, achieved competitive employment.

ADRS provided revised data during the review for the number of competitive employment outcomes achieved in supported employment, resulting in a corresponding increase in the percentage of supported employment outcomes in competitive employment. The revised number of competitive employment outcomes in supported employment for FFY 2015, FFY 2016, and the first three quarters of FFY 2017, and the percentage of supported employment outcomes that are competitive employment outcomes, respectively, are as follows: 432 (100 percent), 471 (99.79 percent) and 378 (99.21 percent).

ADRS reported 1,281 competitive employment outcomes in supported employment between October 2014 and June 2017, constituting 10.19 percent of the 12,572 individuals exiting with competitive employment outcomes during the period of this review. ADRS stated that these data represented a substantial increase in both the number and percentage of supported employment outcomes achieved in comparison to its prior supported employment performance.

The five VR services most often provided to individuals in competitive supported employment during the first three quarters of FFY 2017, by order of frequency and percentage, are as follows:

- VR Counseling and Guidance (95.2 percent);
- Assessment (91.5 percent);
- On-The-Job Supports – Supported Employment (83.8 percent);
- Other Services (37.6 percent); and
- Job Readiness Training (29.9 percent).

The five occupations most often achieved by percentages of employment outcomes with median hourly earnings for all individuals who achieved competitive supported employment outcomes at closure during the first three quarters of FFY 2017 are as follows:

- Food Preparation and Serving Related Occupations 32.5 percent \$7.71;
- Building and Grounds Cleaning and Maintenance 19.1 percent \$8.00;
- Transportation and Material Moving Occupations 13.4 percent \$8.74;
- Sales and Related Occupations 8.5 percent \$8.25; and
- Office and Administrative Support Occupations 8.0 percent \$8.04.

The average weekly earnings reported for individuals who exited with supported employment in competitive integrated employment throughout the review cycle was substantially less than the Agency's overall weekly earnings for competitive employment outcomes. For example, those individuals who exited with supported employment outcomes in competitive integrated employment during the first three quarters of FFY 2017 earned an average weekly wage of \$182.88 based upon an average workweek of 22.86 hours at a median hourly wage of \$8.00. This was less than half (45.47 percent) of the average weekly wage of \$358.15 for all individuals exiting with competitive employment outcomes based upon an average workweek of 32.5 hours at a median hourly wage of \$11.02.

On average, individuals who achieved supported employment and whose cases were closed in FFY 2016, the last full year for which data are available during the period reviewed, worked 23.01 hours per week at a median hourly wage of \$8.00, resulting in an average weekly wage of \$184.08, or 9.12 percent above \$168.69, the standard SSI weekly cash benefit in FFY 2016 for individuals who live in their own house (Source: 2016 Social Security Administration Annual Report). ADRS reported that the Agency's heightened focus on both benefits counseling and life planning provides for informed choice by the vast majority of the Agency's supported employment consumers who secure employment at an income level just below that permitted by the Social Security Administration without losing their SSI disability status or Medicaid. Moving forward, ADRS projected that SSI recipients currently employed in supported employment will gain the confidence and self-awareness to choose to move toward full-time employment.

C. Observations and Recommendations

RSA's review of ADRS' performance in this focus area did not result in the identification of observations and recommendations to improve performance.

D. Findings and Corrective Actions

RSA's review of ADRS' performance in this focus area did not result in the identification of findings and corrective actions to improve performance.

E. Technical Assistance

During the course of monitoring activities, RSA provided technical assistance with respect to the Rehabilitation Act's requirement that supported employment funds and/or VR program funds be available for providing extended services to youth with the most significant disabilities for a period of time not to exceed four years, or until such time that a youth reaches the age of 25 and no longer meets the definition of "youth with a disability," whichever occurs first (Section 604(b) of the Rehabilitation Act and 34 C.F.R. § 363.4(a)(2)). ADRS did not request additional technical assistance.

SECTION 5: FOCUS AREA – ALLOCATION AND EXPENDITURE OF STATE VOCATIONAL REHABILITATION SERVICES AND STATE SUPPORTED EMPLOYMENT SERVICES PROGRAM FUNDS

A. Purpose

Through this focus area RSA assessed the fiscal accountability of the VR and Supported Employment programs to ensure that: funds are being used only for intended purposes; programs have sound internal controls and reliable reporting systems; available resources are maximized for program needs; and funds support the achievement of employment outcomes for individuals with disabilities, including youth with disabilities and individuals with the most significant disabilities.

B. Overview and Analysis

RSA reviewed ADRS' fiscal management of the VR and Supported Employment programs. During the on-site review, ADRS staff described systems the agency uses to authorize, account for, and issue payments for VR and Supported Employment services.

RSA reviewed ADRS' VR and Supported Employment program fiscal performance data from FFYs 2015 through 2017 as well as internal control policies and procedures for the allocation and expenditure of VR and Supported Employment program funds. During the on-site visit, ADRS staff described systems the agency uses to authorize, account for, and issue payment for VR and Supported Employment services; the agency demonstrated the ability of its financial management system to record obligation and payment dates of VR and Supported Employment program expenditures and to track those expenditures to specific periods of funding availability by award to ensure assignment of expenditures to the correct FFY.

The agency fully matched its VR grant award in FFYs 2015 through 2017. The actual match provided exceeded the match required per net award amount by exactly \$125,000 for each year in review.

In FFY 2015, ADRS reported \$13,641,134 as VR carryover (22.57 percent of the net Federal award), and that amount increased to \$19,330,688 by FFY 2017, representing 29.65 percent of the net Federal award amount for FFY 2017. In other words, between FFYs 2015 and 2017, carryover as percent of the net Federal award increased by more than 7 percent.

The agency relinquished no funds during the years in review but requested additional funds during the reallocation period. The reallocation requests substantially increased between FFYs 2015 and 2017. In FFYs 2015 and 2016, ADRS received in reallocation \$512,077 and \$816,499, respectively; in both years, RSA was able to approve the entire amount ADRS requested. The amount requested in FFY 2016 represented a 59 percent increase from FFY 2015. However, in FFY 2017 (the last year reviewed), ADRS requested significantly more, \$3,370,207, and received slightly less, \$3,224,220. The amount requested in FFY 2017 shows a 313 percent increase from what was requested in FFY 2016.

All VR funds were expended in full by the end of the period of performance for each award; ADRS did not deobligate any Federal funds during the years under review.

C. Analysis of Performance and Observations

RSA reviewed fiscal performance data from FFYs 2015 through 2017. ADRS was able to demonstrate that it accurately assigned costs to corresponding reporting periods during FFYs 2015 through 2017. However, the date in the accounting system for the Major Program Effective End Date (End Date) did not coincide with the end of the performance period for VR award. Currently, the End Date showed 12/30 instead of 09/30. Despite the discrepancy, the agency followed the terms and conditions for the VR program and was able to demonstrate that it obligated only within the period of performance. In fact, ADRS' Assistant CFO believed that changing the End Date in the accounting system (STAARS) to 09/30 would have an adverse effect on the agency's ability to effectively liquidate obligations. At the same time, ADRS' CFO acknowledged that keeping the date 'as is' has an inherent risk, and the State could potentially fail to catch accidental obligations outside of the period of performance.

The RSA fiscal specialist recommended changing the End Date in the accounting system to 09/30. If ADRS maintains its current process, it should take steps, through development and implementation of appropriate internal controls, to mitigate the risk of obligations being incurred outside the period of performance.

Agency Response: ADRS concurs with the recommendation to change the End Date in the STAARS accounting system to 09/30. ADRS is developing policies and procedures to liquidate obligations after the 09/30 grant end date.

Request for Technical Assistance: ADRS does not require technical assistance at this time.

D. Findings and Corrective Actions to Improve Performance

RSA's review of the performance of the VR program in this focus area resulted in the identification of the following findings and corrective actions to improve performance.

5.1 Prior Approval Requirements Not Met

Issue: Did ADRS meet the prior approval requirements in 2 C.F.R. § 200.407.

Requirements: The Uniform Guidance at 2 C.F.R. § 200.407 includes a list of specific circumstances for which prior approval from the Federal awarding agency in advance of the occurrence is either required for allowability or recommended in order to avoid subsequent disallowance or dispute based on the unreasonableness or non-allocability. For example, 2 C.F.R. § 200.439(b)(1) states that capital expenditures for general purpose equipment, buildings, and land are unallowable as direct charges, except with the prior written approval of the Federal awarding or pass through entity. The Uniform Guidance at 2 C.F.R. § 200.62(a)(3) also requires the agency to have internal control over compliance requirements for Federal awards to demonstrate compliance with Federal statutes, regulations, and the terms and conditions of the Federal award.

On November 2, 2015, the Department of Education adopted the final regulations found in 2 C.F.R. Part 200 (Federal Register notice 80 FR 67261). The Department issued notifications to grantees regarding the new requirements and made training and technical assistance documents available to grantees to assist in implementation of the new requirements. To ensure that RSA grantees were aware of the applicability of the prior approval requirements, RSA included a special clause on the FFY 2016 Grant Award Notifications that stated, in pertinent part:

the prior approval requirements listed in the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Guidance) (2 C.F.R. Part 200) are applicable to this award... Grantees are responsible for ensuring that prior approval, when required, is obtained prior to incurring the expenditure. Grantees should pay particular attention to the prior approval requirements listed in the Cost Principles (2 C.F.R. Part 200 subpart E).

In addition, information regarding the requirements in 2 C.F.R. Part 200 was communicated to grantees via RSA's listserv on September 23, 2015.

Analysis: The RSA Financial Management Specialist requested the agency's written processes that ensured the agency was meeting the prior approval requirements. ADRS provided RSA with a draft of policies and procedures regarding prior approval. However, ADRS acknowledged that the agency did not request prior approval for all expenditures that would require prior approval; therefore, purchases were charged directly to the award without prior approval.

Conclusion: RSA has determined that the agency was not in compliance with the prior approval requirements pursuant to the Uniform Guidance (2 C.F.R. § 200.407). Since the on-site visit, the agency began requesting prior approval on March 29, 2018, and then submitted another request on April 18, 2018.

Corrective Action Step 5.1.1: Within 60 days after issuance of the final monitoring report, ADRS must submit to RSA its completed draft prior approval internal controls, including a monitoring component to ensure ongoing compliance with the prior approval requirements, for RSA's review. Within 30 days after RSA completes its review, ADRS must implement the procedures and demonstrate compliance with the prior approval requirements. RSA requires that ADRS develop and implement a written internal control process.

Agency Response: ADRS concurs with the finding and will submit draft prior approval internal control processes with monitoring component within 60 days after issuance of the final monitoring report.

Request for Technical Assistance: ADRS does not require technical assistance at this time; however, ADRS will ask for additional assistance if necessary when updating with the new prior approval requirements that were announced on October 29, 2019, 'Frequently Asked Questions' memo.

5.2 Internal Control Deficiencies

Issue: Does ADRS maintain effective internal control over the Federal award to provide reasonable assurance that ADRS is managing the Federal award in compliance with Federal statutes, regulations, and the terms and conditions of the award.

Requirements: A State VR agency must assure, in the VR services portion of the Unified or Combined State Plan, that it will employ methods of administration that ensure the proper and efficient administration of the VR program. These methods of administration (i.e., the agency's internal controls) must include procedures to ensure accurate data collection and financial accountability (34 C.F.R. § 361.12). A State VR agency must assure, in the VR services portion of the Unified or Combined State Plan, that it will employ methods of administration that ensure the proper and efficient administration of the VR program. These methods of administration (i.e., the agency's internal controls) must include procedures to ensure accurate data collection and financial accountability (34 C.F.R. § 361.12).

“Internal controls” means a process, implemented by a non-Federal entity, designed to provide reasonable assurance regarding the achievement of objectives in the following categories:

- Effectiveness and efficiency of operations;
- Reliability of reporting for internal and external use; and
- Compliance with applicable laws and regulations (2 C.F.R. § 200.61).

Additionally, 2 C.F.R. § 200.303, among other things, requires a non-Federal entity to:

- Establish and maintain effective internal control over the Federal award that provides reasonable assurance that the non-Federal entity is managing the Federal award in compliance with Federal statutes, regulations, and the terms and conditions of the Federal award...;
- Comply with Federal statutes, regulations, and the terms and conditions of the Federal awards;
- Evaluate and monitor the non-Federal entity's compliance with statute, regulations and the terms and conditions of Federal awards; and
- Take prompt action when instances of noncompliance are identified including noncompliance identified in audit findings.

In accordance with the Uniform Guidance (2 C.F.R. § 200.302(a)), a State's financial management systems, including records documenting compliance with Federal statutes, regulations, and the terms and conditions of the award, must be sufficient to permit the:

- Preparation of reports required by general and program specific terms and conditions; and
- Tracing of funds to a level of expenditures adequate to establish that such funds have been used according to the Federal statutes, regulations, and the terms and conditions of the Federal award.

In its guidance “The Role of Internal Control, Documenting Internal Control, and Determining Allowability & Use of Funds,” the U.S. Department of Education (Department) made clear to grantees that internal controls represent those processes by which an organization assures operational objectives are achieved efficiently, effectively, and with reliable, compliant reporting.

Therefore, an internal control deficiency would exist when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent or correct processes that might lead to non-compliance with Federal and State requirements.

Analysis: RSA's review of ADRS' SF-425 financial reports, for FFYs 2015 through 2017, identified the following issues.

- In accordance with 2 C.F.R. § 200.305(b)(5), "to the extent available, the non-Federal entity must disburse funds available from program income (including repayments to a revolving fund), rebates, refunds, contract settlements, audit recoveries, and interest earned on such funds before requesting additional cash payments." For FFY 2015, ADRS drew down Federal funds from the Department's Grant Management System (G5) while it had unexpended program income remaining, \$31,982, out of the total program income received, \$1,145,836, for grant award H126A150082 as reported for the period ending September 30, 2015. Moreover, ADRS still had unexpended program income remaining in the amount of \$1,849, according to its SF-425 report for the period ending March 31, 2016, while at the same time (October 1, 2015 through March 31, 2016) drawing down \$22,027,046 from G5. This practice persisted in FFYs 2016 and 2017.

For FFY 2016, the agency drew down Federal VR funds from G5 while it had unexpended program income, \$17,747, out of the total amount of program income received, \$738,474, for grant award H126A160082 as reported for the period ending September 30, 2016. For FFY 2017, the agency drew down Federal VR funds from G5 while it had unexpended program income, \$11,859, out of the total amount of program income, \$876,943, for grant award H126A170082 as reported for the period ending September 30, 2017. Moreover, ADRS still had unexpended program income remaining in the amount of \$6,252 according to ADRS' SF-425 for the period ending March 31, 2018, while at the same time (October 1, 2017 through March 31, 2018) drawing down \$26,954,068 in Federal VR funds.

- RSA Policy Directive 14-02, issued on October 25, 2013, which includes the RSA-2 instructions, states that expenses related to staff travel, rent, utilities, and supply costs, etc. of agency operated CRPs, district offices, and field offices, which are reported under Administration Expenditures in line 1. In its RSA-2 report for FFY 2015, the agency omitted some operating expenses (utilities, rent, and office supplies) for the VR Supervisors located in field offices; only their salaries and travel were reported. As a result, administrative expenses for FFY 2015 were inconsistent with those reported in FFYs 2016 and 2017. ADRS did not have sufficient internal controls to identify and prevent this issue from happening.

Conclusion: As described above, ADRS did not maintain effective internal controls over the Federal award that provided reasonable assurances that the non-Federal entity was managing the Federal award in compliance with Federal statutes, regulations, and the terms and conditions of the award, as required by 34 C.F.R. § 361.12 and 2 C.F.R. § 200.303.

Corrective Action Steps: 5.2.1 Within 90 days after the final monitoring report, ADRS must develop and submit internal control processes, including a monitoring component, to RSA for review that ensure:

- The expenditure of program income prior to ADRS drawing down additional Federal funds, in accordance with 2 C.F.R. § 200.305(b)(5); and
- Administrative costs reported in the RSA-2 are accurate and complete.

These internal controls must be implemented within 30 days after RSA completes its review.

Agency Response: ADRS concurs with the findings and will submit internal control processes with monitoring component within 90 days after issuance of the final monitoring report.

Request for Technical Assistance: ADRS does not require technical assistance at this time.

E. Technical Assistance

During monitoring activities, RSA provided technical assistance to ADRS regarding prior approval, SF-425 financial report requirements, and timely expenditure of program income.

Additionally, RSA provided technical assistance on contract provisions for non-Federal entity contracts under Federal awards. The Uniform Guidance at 2 C.F.R. Appendix II to Part 200 provides a list of provisions that all contracts made by the non-Federal entity under the Federal award must contain, when applicable. RSA reviewed ADRS' contracts for FFYs 2015 through 2017, and they did not contain all applicable provisions per 2 C.F.R. Appendix II to Part 200 and 2 C.F.R. § 200.326. All contracts made by the VR agency, as a grantee receiving Federal funds, must contain the applicable provisions in Appendix II. RSA discussed the provisions with the VR agency and suggested that it review the requirements with State procurement and legal staff who are responsible for the contracting process. These efforts will help ensure inclusion of Appendix II provisions in contract terms and conditions or other relevant contract attachments. RSA further clarified that these contract provisions should be included verbatim, rather than by reference to the Uniform Guidance.

ADRS requested additional technical assistance in the following areas:

- Development of fiscal policies and procedures to ensure that administrative costs do not count toward the amount required to be reserved and expended for the provision of pre-employment transition services and that any administrative expenditures charged to the VR award are not reported as expenditures meeting the reservation requirement for pre-employment transition services.
- Fiscal considerations if a State were to purchase a building using VR program funds.

SECTION 6: FOCUS AREA – JOINT WORKFORCE INNOVATION AND OPPORTUNITY ACT FINAL RULE IMPLEMENTATION

A. Purpose

The Departments of Education and Labor issued the Workforce Innovation and Opportunity Act (WIOA) Joint Rule for Unified and Combined State Plans, Performance Accountability, and the One-Stop System Joint Provisions, Final Rule (Joint WIOA Final Rule) to implement title I of WIOA. These joint regulations apply to all core programs of the workforce development system established by title I of WIOA and the joint regulations are incorporated into the VR program regulations through subparts D, E, and F of 34 C.F.R. part 361.

WIOA strengthens the alignment of the public workforce development system's six core programs through unified strategic planning requirements, common performance accountability measures, and requirements governing the one-stop delivery system. WIOA places heightened emphasis on coordination and collaboration at the Federal, State, local, and tribal levels to ensure a streamlined and coordinated service delivery system for job seekers, including those with disabilities, and employers.

In FFY 2018, the Employment and Training Administration in the U.S. Department of Labor, the Office of Career, Technical, and Adult Education, and RSA developed the "WIOA Shared Monitoring Guide." RSA incorporated its content into the FFY 2018 monitoring of the VR program in this focus area. RSA assessed the VR agency's progress and compliance in the implementation of the Joint WIOA Final Rule through this focus area.

B. Implementation of WIOA Joint Final Rule

This focus area consists of the following topical areas: WIOA Partnership; Governance; One-Stop Operations; and Performance Accountability. To gather information pertinent to these topics, RSA staff reviewed a variety of documents including the Program Year (PY) 2016 Unified or Combined State Plan; Memoranda of Understanding (MOUs) including the One-Stop Center Operating Budget and Infrastructure Funding Agreement (IFA) related to the one-stop service delivery system; and other supporting documentation related to the four topical areas.

WIOA Partnership

WIOA requires States and local areas to enhance coordination and partnerships with local entities and supportive service agencies for strengthened service delivery, including through Unified/Combined State Plans. Beyond the partnerships reflected in the Governance and One-Stop Operations sections of this focus area, Federal partners thought it was important for Federal agencies to inquire about the broader partnership activities occurring to implement many of the approaches called for within WIOA, such as career pathways and sector strategies. These require robust relationships across programs and with businesses, economic development, education, and training institutions, including community colleges and career and technical education local entities and supportive service agencies. Exploring how these activities are led and sustained may be useful in assessing how these initiatives are progressing within a State.

Alabama has seven workforce regions governed by a State workforce development board (SWDB) and seven local workforce development boards (LWDBs). ADRS has been a core partner in the State's workforce development system since 2001. Alabama's WIOA core programs and optional partners not only share space and services throughout the Alabama Career Center System but also interact on a regular basis to share program opportunities to best deliver programs on a local and regional basis.

Governance

SWDBs and LWDBs, which should include representation from all six core programs, set strategy and policies for an aligned workforce development system that partners with the education continuum, economic development, human services, and businesses. The VR representative on the SWDB must be an individual who has optimum policy making authority for the VR program, and each LWDB is required to have at least one representative from programs carried out under title I of the Rehabilitation Act of 1973 (other than Section 112 or part C of that title).

SWDB

The VR program is represented on the SWDB by the Commissioner of ADRS.

LWDB

The VR program is represented on the seven LWDBs by ADRS business relations consultants and/or local VR office managers.

One-Stop Operations

The one-stop delivery system brings together workforce development, educational, and other human resource services in a seamless, customer-focused service delivery network that enhances access to services and improves long-term employment outcomes for individuals receiving assistance. One-stop partners administer separately funded programs as a set of integrated streamlined services to customers.

Alabama WIOA core program services are delivered through 7 regional AJCs located throughout the State, and ADRS reported that its staff are collocated in all seven. ADRS reported all workforce partners work together to ensure that participants are co-enrolled with other appropriate services. ADRS program staff are trained to refer customers to the programs and resources that best fit their needs.

During the monitoring review, ADRS reported that Alabama has 29 AJCs divided into seven local workforce areas encompassing the entire State. Twenty-two satellite centers are geographically connected to the seven regional centers and have LWDBs overseeing operations and services. All seven LWDBs have fully executed MOUs and IFAs. These MOUs and IFAs were drafted and reviewed by ADRS leadership who had input into all of the LWDB regional plans. These MOUs and IFAs included appropriate cost allocations based on number of partner staff and square foot allocations.

RSA learned the State's AJCs developed a comprehensive approach to ensure accessibility and inclusion of all customers, including those with disabilities, to all facilities, programs, and services. Physical and programmatic accessibility are continuously evaluated and certified every three years through an assessment and continuous improvement strategy. Alabama's SWDB reports to the Governor's office annually on accessibility of all AJCs. The Governor's office oversees quality control and continuous improvement of all AJC accessibility issues. Alabama had a Disability Employment Initiative (DEI) grant from the US Department of Labor, and the DEI grantee played a vital role in establishing the assistive technology framework for improving the accessibility, capacity, and accountability of AJCs to serve customers with disabilities. The framework covered both physical and programmatic accessibility within AJCs and outlined the assistive technologies available and provided staff training.

ADRS reported that the WIOA core partners collaborated to develop policies, procedures, and best practices to facilitate the integration of services to ensure job seekers' needs were being met and referrals to other resources were successful. Co-enrollment was encouraged to coordinate cohesive and consistent services that complemented and strengthened the services offered by each individual program. Local management teams, representing partner agencies at the AJCs, collaborated to ensure that services provided in each locality were coordinated and non-duplicative. VR counselors communicate at the local level on co-enrolled cases. Customer flow, shared resources, co-enrollment, special initiatives, programs, and area workforce needs were addressed collectively through consistent, regular cross-training among workforce partners.

All AJCs, as reported by ADRS, used common, universal design with printed materials. All posters, flyers, brochures, etc. used common principles throughout the design. The outreach and marketing materials developed for distribution from the AJCs to partners, job seekers, and employers contained notice of the availability of auxiliary aids and services for needed accommodations to access programs and services and each AJC location employed appropriate signage identifying the services available to customers.

Performance Accountability

Section 116 of WIOA establishes performance accountability indicators and performance reporting requirements to assess the effectiveness of States and local areas in achieving positive outcomes for individuals served in the workforce development system. WIOA requires that these requirements apply across all six core programs, with a few exceptions. RSA reviewed the VR agency's progress and implementation of performance accountability measures and data sharing and matching requirements.

The Alabama Department of Commerce Workforce Development Division is tasked with alignment of the WIOA partner programs and was the lead agency responsible for the collection and reporting of the annual statewide performance report. The Department of Commerce was the State's lead workforce agency charged with implementing the WIOA Combined State Plan. The Department of Commerce planned to procure a new online labor exchange to enhance the collection and reporting of the State's data.

For the accountability measures that involve quarterly wages and percentages, RSA learned that ADRS had a data sharing agreement with the Department of Commerce to procure the data and had reported percentages and State wage data for adults and youth. ADRS used its case

management system to generate quarterly RSA-911 reports that in turn generated data for the WIOA Annual Performance report.

RSA learned that ADRS was collecting data on the six performance accountability indicators under Section 116 of WIOA, but ADRS reported it did not plan to use its data to predict its future performance on any of the six performance indicators until baseline targets have been established. ADRS has data sharing agreements with the Department of Commerce to establish the data collection necessary for determining baseline indicators and future reporting.

ADRS reported it is finding it difficult to obtain Federal wage data, resulting in lower percentages of participants employed and lower overall wage data targets. Additionally, ADRS reported that it is proving difficult to obtain the accountability measures involving education and credentialing. In addition, ADRS is working with the State WIOA partners to match participants between programs to show which participants were participating in other WIOA core programs.

For VR specific standards, RSA updated the RSA-911 to include the primary indicators of performance identified in 34 C.F.R. § 361.155, to include effectiveness in serving employers. In accordance with RSA Technical Assistance Circular (TAC) 17-01, Performance Accountability Guidance for Workforce Innovation and Opportunity Act Title I, Title II, Title III and Title IV Core Programs, States must select two of three approaches while participating in a pilot program to measure the effectiveness in serving employers. At the time of the on-site visit, Alabama had selected its two measures for effectiveness in serving employers: retention and repeat business customers. ADRS reported that it was working with the Department of Commerce and State WIOA partners to combine data for reporting.

C. Observations and Recommendations

RSA's review of ADRS' performance in this focus area did not result in the identification of observations and recommendations to improve performance.

D. Findings and Corrective Actions

RSA's review of ADRS' performance in this focus area did not result in the identification of findings and corrective actions to improve performance.

E. Technical Assistance

During the course of monitoring activities, RSA provided technical assistance to ADRS on the process for reviewing the MOUs and IFAs in coordination with its other State partners. ADRS requested technical assistance in learning what other States are doing regarding data sharing among programs and how other States are reconciling program year data with fiscal year data in the collecting and reporting of performance data.

APPENDIX A: PROGRAM AND FISCAL PERFORMANCE DATA TABLES

This appendix contains the program and fiscal performance data tables used throughout the review. Data were drawn from the RSA-113 (Quarterly Cumulative Caseload Report), the RSA-911 (Case Service Report), and SF-425 (Federal Financial Report). The RSA-113 report is a quarterly submission that provides cumulative information at the end of the Federal fiscal year. The data from the RSA-113 cover both open and closed cases as reported to RSA at the end of the Federal fiscal year. The RSA-911 contains information on cases closed during the Federal fiscal year covered by the report and does not include information related to those cases remaining open in the next Federal fiscal year.

Program Data Tables for Alabama-Combined

Table 1. Alabama Combined Agency Summary Statistics from RSA 113: FFYs 2015-2017

Row	Performance category	2015	2016	2017
1	Number of total applicants	11,227	11,300	10,958
2	Number of total eligible individuals	8,926	9,087	8,760
3	Agency implementing order of selection (Y/N)	No	No	No
4	Number of individuals on order of selection waiting list at year-end	NA	NA	NA
5	Percent eligible of individuals had IPE who received no services	11.9%	10.6%	13.3%
6	Number of individuals in plan receiving services	24,870	24,918	24,713

Data source: RSA-113

Table 2a. Alabama Combined Agency Case Status Information, Exit Status, and Employment Outcomes for All Individuals at Closure-FFYs 2015-2017

Row	Performance Category	2015 Number	2015 Percent	2016 Number	2016 Percent	2017 Number	2017 Percent
1	Exited as applicants	1,858	18.7	1,560	16.7	1,222	8.7
2	Exited from trial work experience	12	0.1	21	0.2	7	0.1
3	Exited with employment	4,602	46.4	4,607	49.2	3,507	25.1
4	Exited without employment	2,384	24.0	2,205	23.6	8,355	59.7
5	Exited from OOS waiting list	NA	NA	NA	NA	NA	NA
6	Exited without employment outcomes, after eligibility, before an IPE was signed or before receiving services	1,058	10.7	966	10.3	901	6.4
7	Employment rate*		65.9		67.6		29.6
8	Competitive employment outcomes	4,327	94.0	4,391	95.3	3,349	95.5
9	Average hourly earnings for competitive employment outcomes**	\$10.52		\$10.79		\$11.02	
10	Average hours worked for competitive employment outcomes	32.9		32.6		32.5	
11	Median hourly earnings for competitive employment outcomes	\$8.63		\$9.00		\$9.00	
12	Median hours worked for competitive employment outcomes	36.0		36.0		35.0	
13	Quarterly median earnings for competitive employment outcomes***	\$3,900.00		\$4,095.00		\$4,160.00	
14	Competitive employment outcomes meeting SGA	2,697	62.3	2,629	59.9	1,953	58.3
15	Competitive employment outcomes with employer- provided medical insurance	654	15.1	617	14.1	431	12.9

Data source: RSA-911

Note: FFY 2017 data is not comparable with other FFY data. FFY 2017 shows Oct. – June data. FFY 15-16 show Oct. – Sept. data.

*Using RSA-911: Total number of individuals who exited with employment divided by total number of individuals who received services multiplied by 100.

**Using RSA-911: Sum of the Weekly Wage at Closure / sum of the Hours Worked in a Week at Closure for individuals achieving a competitive employment outcome.

***Using RSA-911: Weekly earnings at closure (Data Element 197) multiplied by hours worked in a week at closure (Data Element 198) for individuals who achieved a competitive employment outcome multiplied by 13. Then the values are listed in order, from the lowest to the highest value. The value in the middle of this list is the median quarterly earnings, so there is the same quantity of numbers above the median number as there is below the median number.

Table 2b. Alabama Combined Agency Case Status Information, Exit Status, and Employment Outcomes for Individuals below Age 25 at Closure -FFYs 2015-2017

Row	Performance Category	2015 Number	2015 Percent	2016 Number	2016 Percent	2017 Number	2017 Percent
1	Exited as applicants	672	16.9	602	16.0	500	8.5
2	Exited from trial work experience	6	0.2	3	0.1	2	0.0
3	Exited with employment	1,943	48.8	1,871	49.8	1,381	23.4
4	Exited without employment	860	21.6	853	22.7	3,602	61.1
5	Exited from OOS waiting list	NA	NA	NA	NA	NA	NA
6	Exited without employment outcomes, after eligibility, before an IPE was signed or before receiving services	499	12.5	425	11.3	409	6.9
7	Employment rate*		69.3		68.7		27.7
8	Competitive employment outcomes	1,805	92.9	1,756	93.9	1,303	94.4
9	Average hourly earnings for competitive employment outcomes**	\$9.07		\$9.40		\$9.46	
10	Average hours worked for competitive employment outcomes	32.6		32.4		31.8	
11	Median hourly earnings for competitive employment outcomes	\$8.00		\$8.50		\$8.50	
12	Median hours worked for competitive employment outcomes	35.0		35.0		32.0	
13	Quarterly median earnings for competitive employment outcomes***	\$3,770.00		\$3,770.00		\$3,744.00	
14	Competitive employment outcomes meeting SGA	1,064	58.9	992	56.5	678	52.0
15	Competitive employment outcomes with employer- provided medical insurance	200	11.1	139	7.9	104	8.0

Data source: RSA-911

Note: FFY 2017 data is not comparable with other FFY data. FFY 2017 shows Oct. – June data. FFY 15-16 show Oct. – Sept. data.

*Using RSA-911: Total number of individuals who exited with employment divided by total number of individuals who received services multiplied by 100.

**Using RSA-911: Sum of the Weekly Wage at Closure / sum of the Hours Worked in a Week at Closure for individuals achieving a competitive employment outcome.

***Using RSA-911: Weekly earnings at closure (Data Element 197) multiplied by hours worked in a week at closure (Data Element 198) for individuals who achieved a competitive employment outcome multiplied by 13. Then the values are listed in order, from the lowest to the highest value. The value in the middle of this list is the median quarterly earnings, so there is the same quantity of numbers above the median number as there is below the median number.

Table 2c. Alabama Combined Agency Case Status Information, Exit Status, and Employment Outcomes for Individuals Age 25 and Older at Closure -FFYs 2015-2017

Row	Performance Category	2015 Number	2015 Percent	2016 Number	2016 Percent	2017 Number	2017 Percent
1	Exited as applicants	1,186	20.0	958	17.1	722	8.9
2	Exited from trial work experience	6	0.1	18	0.3	5	0.1
3	Exited with employment	2,659	44.8	2,736	48.8	2,126	26.3
4	Exited without employment	1,524	25.7	1,352	24.1	4,753	58.7
5	Exited from OOS waiting list	NA	NA	NA	NA	NA	NA
6	Exited without employment outcomes, after eligibility, before an IPE was signed or before receiving services	559	9.4	541	9.7	492	6.1
7	Employment rate*		63.6		66.9		30.9
8	Competitive employment outcomes	2,522	94.8	2,635	96.3	2,046	96.2
9	Average hourly earnings for competitive employment outcomes**	\$11.56		\$11.73		\$12.01	
10	Average hours worked for competitive employment outcomes	33.0		32.8		32.9	
11	Median hourly earnings for competitive employment outcomes	\$9.00		\$9.50		\$10.00	
12	Median hours worked for competitive employment outcomes	40.0		39.0		40.0	
13	Quarterly median earnings for competitive employment outcomes***	\$4,160.00		\$4,160.00		\$4,550.00	
14	Competitive employment outcomes meeting SGA	1,633	64.8	1,637	62.1	1,275	62.3
15	Competitive employment outcomes with employer- provided medical insurance	454	18.0	478	18.1	327	16.0

Data source: RSA-911

Note: FFY 2017 data is not comparable with other FFY data. FFY 2017 shows Oct. – June data. FFY 15-16 show Oct. – Sept. data.

*Using RSA-911: Total number of individuals who exited with employment divided by total number of individuals who received services multiplied by 100.

**Using RSA-911: Sum of the Weekly Wage at Closure / sum of the Hours Worked in a Week at Closure for individuals achieving a competitive employment outcome.

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Table 3a. Alabama Combined Agency Source of Referral for All Individuals at Closure-FFYs 2015-2017

Row	Source of Referral	2015 Percent	2016 Percent	2017* Percent
1	Educational Institutions (elementary/secondary)	27.9	28.4	34.2
2	Educational Institutions (postsecondary)	1.6	1.4	0.1
3	Medical Health Provider (Public or Private)	4.1	4.1	3.4
4	Welfare Agency (State or local government)	1.1	0.8	0.7
5	Community Rehabilitation Programs	2.2	2.3	1.9
6	Social Security Administration (Disability Determination Service or District office)	1.5	1.5	1.6
7	One-stop Employment/Training Centers	2.7	2.5	2.6
8	Self-referral	26.9	28.7	24.0
9	Other Sources	14.5	13.0	14.2
10	American Indian VR Services Program	0.0	0.0	0.0
11	Centers for Independent Living	0.1	0.1	0.0
12	Child Protective Services	0.0	0.0	0.0
13	Consumer Organizations or Advocacy Groups	0.0	0.1	0.0
14	Employers	0.3	0.6	0.4
15	Faith Based Organizations	0.1	0.1	0.1
16	Family/Friends	7.0	6.8	6.8
17	Intellectual and Developmental Disabilities Providers	0.3	0.2	0.2
18	Mental Health Provider (Public or Private)	5.9	5.8	5.8
19	Public Housing Authority	0.0	0.0	0.0
20	State Department of Correction/Juvenile Justice	1.1	0.9	0.8
21	State Employment Service Agency	0.2	0.2	0.2
22	Veteran's Administration	1.0	1.1	1.2
23	Worker's Compensation	0.0	0.0	0.0
24	Other State Agencies	1.4	1.3	1.7
25	Other VR State Agencies	0.0	0.0	0.0
26	Total Identified Referral Sources	100.0	100.0	100.0

Row	Source of Referral	2015 Percent	2016 Percent	2017* Percent
27	Other Referral Sources (unknown)	0	0	0

Data source: RSA-911

Note: FFY 2017 data is not comparable with other FFY data. FFY 2017 shows Oct. – June data. FFY 15-16 show Oct. – Sept. data.

Table 3b. Alabama Combined Agency Source of Referral for Individuals below Age 25 at Closure -FFYs 2015-2017

Row	Source of Referral	2015 Percent	2016 Percent	2017 Percent
1	Educational Institutions (elementary/secondary)	65.1	66.6	74.2
2	Educational Institutions (postsecondary)	1.4	1.2	0.1
3	Medical Health Provider (Public or Private)	1.2	1.3	1.0
4	Welfare Agency (State or local government)	0.3	0.1	0.2
5	Community Rehabilitation Programs	0.7	0.6	0.4
6	Social Security Administration (Disability Determination Service or District office)	0.3	0.3	0.3
7	One-stop Employment/Training Centers	0.8	0.5	0.6
8	Self-referral	12.3	12.7	8.2
9	Other Sources	8.0	6.7	6.2
10	American Indian VR Services Program	0.0	0.0	0.0
11	Centers for Independent Living	0.1	0.0	0.0
12	Child Protective Services	0.1	0.0	0.0
13	Consumer Organizations or Advocacy Groups	0.0	0.1	0.0
14	Employers	0.0	0.1	0.1
15	Faith Based Organizations	0.1	0.1	0
16	Family/Friends	4.9	5.1	4.5
17	Intellectual and Developmental Disabilities Providers	0.3	0.1	0.1
18	Mental Health Provider (Public or Private)	1.8	2.0	1.3
19	Public Housing Authority	0.0	0.0	0.0
20	State Department of Correction/Juvenile Justice	0.4	0.5	0.3
21	State Employment Service Agency	0.0	0.1	0.0
22	Veteran's Administration	0.1	0.0	0.0
23	Worker's Compensation	0.0	0.0	0.0
24	Other State Agencies	2.3	1.9	2.5
25	Other VR State Agencies	0.0	0.0	0.0
26	Total Identified Referral Sources	100.0	100	100.0

Row	Source of Referral	2015 Percent	2016 Percent	2017 Percent
27	Other Referral Sources	0	0	0

Data source: RSA-911

Note: FFY 2017 data is not comparable with other FFY data. FFY 2017 shows Oct. – June data. FFY 15-16 show Oct. – Sept. data.

Table 3c. Alabama Combined Agency Source of Referral for Individuals Age 25 and Older at Closure -FFYs 2015-2017

Row	Source of Referral	2015 Percent	2016 Percent	2017 Percent
1	Educational Institutions (elementary/secondary)	3.0	2.8	5.1
2	Educational Institutions (postsecondary)	1.6	1.5	0.1
3	Medical Health Provider (Public or Private)	6.0	6.0	5.2
4	Welfare Agency (State or local government)	1.7	1.3	1.1
5	Community Rehabilitation Programs	3.3	3.5	3.0
6	Social Security Administration (Disability Determination Service or District office)	2.3	2.3	2.5
7	One-stop Employment/Training Centers	3.9	3.9	4.1
8	Self-referral	36.7	39.4	35.4
9	Other Sources	18.9	17.2	20.0
10	American Indian VR Services Program	0.0	0.0	0.0
11	Centers for Independent Living	0.1	0.1	0.1
12	Child Protective Services	0.0	0.0	0.0
13	Consumer Organizations or Advocacy Groups	0.1	0.1	0.1
14	Employers	0.5	0.9	0.6
15	Faith Based Organizations	0.1	0.2	0.1
16	Family/Friends	8.3	7.9	8.4
17	Intellectual and Developmental Disabilities Providers	0.3	0.2	0.3
18	Mental Health Provider (Public or Private)	8.7	8.3	9.2
19	Public Housing Authority	0.0	0.0	0.0
20	State Department of Correction/Juvenile Justice	1.5	1.2	1.1
21	State Employment Service Agency	0.4	0.3	0.4
22	Veteran's Administration	1.6	1.8	2.1
23	Worker's Compensation	0.0	0.1	0.1
24	Other State Agencies	0.9	0.9	1.2
25	Other VR State Agencies	0.0	0.0	0.0
26	Total Identified Referral Sources	100.0	100.0	100.0

Row	Source of Referral	2015 Percent	2016 Percent	2017 Percent
27	Other Referral Sources	0	0	0

Data source: RSA-911

Note: FFY 2017 data is not comparable with other FFY data. FFY 2017 shows Oct. – June data. FFY 15-16 show Oct. – Sept. data.

Table 4a. Alabama Combined Agency Outcomes by Disability Type for All Individuals at Closure - FFYs 2015-2017

Row	Disability Type	2015 Number	2015 Percent	2016 Number	2016 Percent	2017 Number	2017 Percent
1	Visual - Individuals served	362	5.2	308	4.5	354	3.0
2	Visual - Employment rate		65.2		69.8		33.3
3	Auditory and Communicative - Individuals served	623	8.9	622	9.1	829	7.0
4	Auditory and Communicative - Employment rate		74.5		78.3		54.2
5	Physical - Individuals served	1,306	18.7	1,325	19.5	2,406	20.3
6	Physical - Employment rate		59.6		63.5		27.1
7	Intellectual and Learning disability - Individuals served	2,836	40.6	2,793	41.0	4,968	41.9
8	Intellectual and Learning disability - Employment rate		68.3		67.7		28.1
9	Psychosocial and psychological-Individuals served	1,858	26.6	1,762	25.9	3,303	27.8
10	Psychosocial and psychological-Employment rate		63.8		66.5		27.1

Data source: RSA-911

Note: FFY 2017 data is not comparable with other FFY data. FFY 2017 shows Oct. – June data. FFY 15-16 show Oct. – Sept. data.

Table 4b. Alabama Combined Agency Outcomes by Disability Type for Individuals below Age 25 at Closure - FFYs 2015-2017

Row	Disability Type	2015 Number	2015 Percent	2016 Number	2016 Percent	2017 Number	2017 Percent
1	Visual - Individuals served	34	1.2	42	1.5	53	1.1
2	Visual - Employment rate		52.9		85.7		32.1
3	Auditory and Communicative - Individuals served	83	3.0	86	3.2	156	3.1
4	Auditory and Communicative - Employment rate		59.0		70.9		30.1
5	Physical - Individuals served	211	7.5	191	7.0	401	8.0
6	Physical - Employment rate		62.6		69.1		31.2
7	Intellectual and Learning disability - Individuals served	2,083	74.3	2,055	75.4	3,692	74.1
8	Intellectual and Learning disability - Employment rate		70.1		67.1		27.5
9	Psychosocial and psychological-Individuals served	392	14.0	349	12.8	680	13.6
10	Psychosocial and psychological-Employment rate		72.2		75.1		25.7

Data source: RSA-911

Note: FFY 2017 data is not comparable with other FFY data. FFY 2017 shows Oct. – June data. FFY 15-16 show Oct. – Sept. data.

Table 4c. Alabama Combined Agency Outcomes by Disability Type for Individuals Age 25 and Older at Closure - FFYs 2015-2017

Row	Disability Type	2015 Number	2015 Percent	2016 Number	2016 Percent	2017 Number	2017 Percent
1	Visual - Individuals served	328	7.8	266	6.5	301	4.4
2	Visual - Employment rate		66.5		67.3		33.6
3	Auditory and Communicative - Individuals served	540	12.9	536	13.1	673	9.8
4	Auditory and Communicative - Employment rate		76.9		79.5		59.7
5	Physical - Individuals served	1,095	26.2	1,134	27.7	2,005	29.1
6	Physical - Employment rate		59.1		62.5		26.2
7	Intellectual and Learning disability - Individuals served	753	18.0	738	18.1	1,276	18.5
8	Intellectual and Learning disability - Employment rate		63.2		69.5		29.5
9	Psychosocial and psychological-Individuals served	1,466	35.0	1,413	34.6	2,623	38.1
10	Psychosocial and psychological-Employment rate		61.6		64.3		27.4

Data source: RSA-911

Note: FFY 2017 data is not comparable with other FFY data. FFY 2017 shows Oct. – June data. FFY 15-16 show Oct. – Sept. data.

Table 5a. Alabama Combined Agency Number of Days from Application to Eligibility Determination for All Individuals at Closure - FFYs 2015-2017

Number of Days	2015 Number	2015 Percent	2016 Number	2016 Percent	2017* Number	2017* Percent
0 – 60 days	5,959	74.1	5,743	73.8	9,151	71.7
More than 60 days	2,085	25.9	2,035	26.2	3,612	28.3
Total eligible	8,044	100.0	7,778	100.0	12,763	100.0

Data source: RSA-911

Note: FFY 2017 data is not comparable with other FFY data. FFY 2017 shows Oct. – June data. FFY 15-16 show Oct. – Sept. data.

Table 5b. Alabama Combined Agency Number of Days from Application to Eligibility Determination for Individuals below Age 25 at Closure - FFYs 2015-2017

Number of Days	2015 Number	2015 Percent	2016 Number	2016 Percent	2017 Number	2017 Percent
0 – 60 days	2,302	69.7	2,158	68.5	3,563	66.1
More than 60 days	1,000	30.3	991	31.5	1,829	33.9
Total eligible	3,302	100.0	3,149	100.0	5,392	100.0

Data source: RSA-911

Note: FFY 2017 data is not comparable with other FFY data. FFY 2017 shows Oct. – June data. FFY 15-16 show Oct. – Sept. data.

Table 5c. Alabama Combined Agency Number of Days from Application to Eligibility Determination for Individuals Age 25 and Older at Closure – FFYs 2015-2017

Number of Days	2015 Number	2015 Percent	2016 Number	2016 Percent	2017 Number	2017 Percent
0 – 60 days	3,657	77.1	3,585	77.4	5,588	75.8
More than 60 days	1,085	22.9	1,044	22.6	1,783	24.2
Total eligible	4,742	100.0	4,629	100.0	7,371	100.0

Data source: RSA-911

Note: FFY 2017 data is not comparable with other FFY data. FFY 2017 shows Oct. – June data. FFY 15-16 show Oct. – Sept. data.

Table 6a. Alabama Combined Agency Number of Days from Eligibility* Determination to IPE for All Individuals Served at Closure- FFYs 2015-2017

Number of Days	2015 Number	2015 Percent	2016 Number	2016 Percent	2017 Number	2017 Percent
0 – 90 days	1,376	98.1	3,089	94.5	6,123	92.1
More than 90 days	27	1.9	181	5.5	527	7.9
Total served	1,403	100.0	3,270	100.0	6,650	100.0

Data source: RSA-911

Note: FFY 2017 data is not comparable with other FFY data. FFY 2017 shows Oct. – June data. FFY 15-16 show Oct. – Sept. data.*Eligibility occurred on or after July 22, 2014

Table 6b. Alabama Combined Agency Number of Days from Eligibility* Determination to IPE for Individuals Served below Age 25 at Closure- FFYs 2015-2017

Number of Days	2015 Number	2015 Percent	2016 Number	2016 Percent	2017 Number	2017 Percent
0 – 90 days	384	96.7	1,018	91.1	2,444	87.7
More than 90 days	13	3.3	100	8.9	343	12.3
Total served	397	100.0	1,118	100.0	2,787	100.0

Data source: RSA-911

Note: FFY 2017 data is not comparable with other FFY data. FFY 2017 shows Oct. – June data. FFY 15-16 show Oct. – Sept. data.*Eligibility occurred on or after July 22, 2014

Table 6c. Alabama Combined Agency Number of Days from Eligibility* Determination to IPE for Individuals Served Age 25 and Older at Closure- FFYs 2015-2017

Number of Days	2015 Number	2015 Percent	2016 Number	2016 Percent	2017 Number	2017 Percent
0 – 90 days	992	98.6	2,071	96.2	3,679	95.2
More than 90 days	14	1.4	81	3.8	184	4.8
Total served	1,006	100.0	2,152	100.0	3,863	100.0

Data source: RSA-911

Note: FFY 2017 data is not comparable with other FFY data. FFY 2017 shows Oct. – June data. FFY 15-16 show Oct. – Sept. data.*Eligibility occurred on or after July 22, 2014

Table 7a. Alabama Combined Agency VR Services Provided for All Individuals Served* at Closure – FFYs 2015-2017

Row	Services Provided**	2015 Percent	2016 Percent	2017 Percent
1	Training- Graduate degree training	0.1	0.1	0.1
2	Training- Bachelor degree training	3.4	5.7	5.2
3	Training- Junior or community college training	2.0	2.2	2.0
4	Training- Occupational or vocational training	4.4	4.5	3.6
5	Training- On-the-job training	4.7	4.2	3.0
6	Training- Apprenticeship training	0.1	0.0	0.1
7	Training- Basic academic remedial or literacy training	1.5	1.8	2.1
8	Training- Job readiness training	54.6	55.8	49.6
9	Training- Disability-related skills training	1.7	1.5	1.0
10	Training- Miscellaneous training	12.0	10.6	9.1
11	Career- Assessment	61.2	66.7	67.4
12	Career- Diagnosis and treatment of impairment	6.3	5.3	3.8
13	Career- Vocational rehab counseling and guidance	96.4	97.4	95.7
14	Career- Job search assistance	20.0	19.0	11.6
15	Career- Job placement assistance	43.1	42.4	24.7
16	Career- On-the-job supports-short term	3.2	3.9	1.3
17	Career- On-the-job supports-SE	6.1	6.8	4.1
18	Career- Information and referral services	14.9	14.1	8.8
19	Career- Benefits counseling	3.3	3.0	1.5
20	Career- Customized employment services	0.1	0.1	0.1
21	Other services- Transportation	20.7	19.5	16.0
22	Other services- Maintenance	19.6	18.7	15.5
23	Other services- Rehabilitation technology	16.0	16.1	12.6
24	Other services- Reader services	0.1	0.1	0.1

Row	Services Provided**	2015 Percent	2016 Percent	2017 Percent
25	Other services- Interpreter services	1.6	1.3	0.8
26	Other services- Personal attendant services	0.1	0.1	0.1
27	Other services- Technical assistance services	0.4	0.4	0.1
28	Other services- Other services	23.8	23.3	18.8

Data source: RSA-911

Note: FFY 2017 data is not comparable with other FFY data. FFY 2017 shows Oct. – June data. FFY 15-16 show Oct. – Sept. data.

*For individuals who were determined eligible, placed on an IPE, and received a service under the IPE.

** VR Services include both those provided and purchased by the VR agency as well as those provided by comparable service providers

Table 7b. Alabama Combined Agency VR Services Provided for Individuals Served* below Age 25 at Closure- FFYs 2015-2017

Row	Services Provided**	2015 Percent	2016 Percent	2017 Percent
1	Training- Graduate degree training	0.1	0.1	0.1
2	Training- Bachelor degree training	2.5	4.7	4.2
3	Training- Junior or community college training	2.8	3.5	2.7
4	Training- Occupational or vocational training	4.0	3.9	2.7
5	Training- On-the-job training	5.1	4.8	3.0
6	Training- Apprenticeship training	0.1	0.0	0.0
7	Training- Basic academic remedial or literacy training	2.9	3.9	4.5
8	Training- Job readiness training	57.4	57.9	48.5
9	Training- Disability-related skills training	0.5	0.8	0.5
10	Training- Miscellaneous training	10.2	10.4	8.4
11	Career- Assessment	63.2	72.2	69.6
12	Career- Diagnosis and treatment of impairment	1.7	1.7	1.1
13	Career- Vocational rehab counseling and guidance	96.5	97.1	95.2
14	Career- Job search assistance	20.9	20.2	12.2
15	Career- Job placement assistance	39.4	36.4	16.9
16	Career- On-the-job supports-short term	3.0	3.7	1.2
17	Career- On-the-job supports-SE	6.5	7.2	3.7
18	Career- Information and referral services	11.2	12.8	8.4
19	Career- Benefits counseling	1.5	1.3	0.7
20	Career- Customized employment services	0.1	0.0	0.1
21	Other services- Transportation	13.6	12.7	9.4
22	Other services- Maintenance	16.5	15.1	12.5
23	Other services- Rehabilitation technology	7.6	8.4	8.0

Row	Services Provided**	2015 Percent	2016 Percent	2017 Percent
24	Other services- Reader services	0.0	0.0	0.0
25	Other services- Interpreter services	0.8	0.6	0.3
26	Other services- Personal attendant services	0.0	0.0	0.0
27	Other services- Technical assistance services	0.0	0.0	0.0
28	Other services- Other services	18.0	16.6	15.4

Data source: RSA-911

Note: FFY 2017 data is not comparable with other FFY data. FFY 2017 shows Oct. – June data. FFY 15-16 show Oct. – Sept. data.

*For individuals who were determined eligible, placed on an IPE, and received a service under the IPE.

** VR Services include those provided and purchased by the VR agency.

Table 7c. Alabama Combined Agency VR Services Provided for Individuals Served* Age 25 and Older at Closure - FFYs 2015-2017

Row	Services Provided**	2015 Percent	2016 Percent	2017 Percent
1	Training- Graduate degree training	0.1	0.1	0.2
2	Training- Bachelor degree training	4.0	6.4	5.9
3	Training- Junior or community college training	1.5	1.3	1.5
4	Training- Occupational or vocational training	4.6	5.0	4.3
5	Training- On-the-job training	4.5	3.8	3.0
6	Training- Apprenticeship training	0.1	0.0	0.1
7	Training- Basic academic remedial or literacy training	0.5	0.4	0.3
8	Training- Job readiness training	52.7	54.3	50.4
9	Training- Disability-related skills training	2.5	2.0	1.3
10	Training- Miscellaneous training	13.1	10.7	9.6
11	Career- Assessment	59.9	63.1	65.9
12	Career- Diagnosis and treatment of impairment	9.4	7.7	5.7
13	Career- Vocational rehab counseling and guidance	96.3	97.7	96.1
14	Career- Job search assistance	19.4	18.2	11.2
15	Career- Job placement assistance	45.6	46.4	30.4
16	Career- On-the-job supports-short term	3.3	4.0	1.4
17	Career- On-the-job supports-SE	5.8	6.5	4.4
18	Career- Information and referral services	17.3	14.9	9.0
19	Career- Benefits counseling	4.6	4.2	2.1
20	Career- Customized employment services	0.1	0.1	0.1
21	Other services- Transportation	25.5	24.0	20.7
22	Other services- Maintenance	21.7	21.0	17.6
23	Other services- Rehabilitation technology	21.6	21.3	16.0

Row	Services Provided**	2015 Percent	2016 Percent	2017 Percent
24	Other services- Reader services	0.1	0.1	0.1
25	Other services- Interpreter services	2.2	1.8	1.1
26	Other services- Personal attendant services	0.1	0.1	0.2
27	Other services- Technical assistance services	0.7	0.7	0.2
28	Other services- Other services	27.8	27.7	21.3

Data source: RSA-911

Note: FFY 2017 data is not comparable with other FFY data. FFY 2017 shows Oct. – June data. FFY 15-16 show Oct. – Sept. data.

*For individuals who were determined eligible, placed on an IPE, and received a service under the IPE.

** VR Services include those provided and purchased by the VR agency.

Table 8a. Alabama Combined Agency Standard Occupational Classification (SOC) Codes Percentages of Employment Outcomes and Median Hourly Earnings for All Individuals Who Achieved Competitive Employment Outcomes at Closure - FFYs 2015-2017

Row	SOC for Competitive Integrated Employment Outcomes	2015 Percent	2015 Median Hourly Wage	2016 Percent	2016 Median Hourly Wage	2017 Percent	2017 Median Hourly Wage
1	Architecture and Engineering Occupations	0.6	\$18.05	0.7	\$20.00	0.6	\$19.94
2	Arts, Design, Entertainment, Sports, and Media	0.9	\$12.00	0.7	\$12.00	0.9	\$15.38
3	Building and Grounds Cleaning and Maintenance	10.6	\$8.03	10.9	\$8.60	9.4	\$8.51
4	Business and Financial Operations Occupations	0.9	\$16.83	0.9	\$17.68	1.6	\$18.00
5	Community and Social Services Occupations	1.7	\$14.28	1.4	\$14.51	1.8	\$14.00
6	Computer and Mathematical Occupations	0.6	\$18.75	0.7	\$16.79	0.9	\$15.00
7	Constructive and Extraction Occupations	3.0	\$10.00	2.9	\$10.75	2.9	\$11.00
8	Education, Training, and Library Occupations	2.3	\$14.69	2.7	\$15.00	3.6	\$14.43
9	Farming, Fishing, and Forestry Occupations	0.4	\$9.45	0.5	\$9.51	0.5	\$9.75
10	Food Preparation and Serving Related Occupations	14.3	\$7.56	14.2	\$8.00	14.7	\$8.00
11	Healthcare Practitioners and Technical Occupations	2.2	\$15.50	2.4	\$15.98	2.3	\$16.38
12	Healthcare Support Occupations	3.7	\$8.51	3.3	\$8.76	2.7	\$9.00
13	Installation, Maintenance, and Repair Occupations	3.4	\$10.00	2.9	\$10.35	3.3	\$10.11
14	Legal Occupations	0.2	\$15.50	0.3	\$17.00	0.1	\$19.05
15	Life, Physical, and Social Science Occupations	0.3	\$14.25	0.2	\$17.13	0.3	\$11.67
16	Management Occupations	1.7	\$12.73	2.0	\$14.98	1.9	\$13.71
17	Military Specific Occupations	0.1	\$9.03	0.2	\$9.38	0.2	\$13.23
18	Office and Administrative Support Occupations	9.2	\$9.50	10.5	\$10.00	9.7	\$10.00
19	Personal Care and Service Occupations	5.8	\$8.00	5.9	\$8.00	5.5	\$8.25
20	Production Occupations	8.5	\$9.00	8.2	\$9.00	9.8	\$9.50
21	Protective Service Occupations	1.6	\$9.00	1.6	\$9.39	1.8	\$10.00
22	Randolph-Sheppard vending facility clerk*	0	NA	0.0	\$39.60	0	NA
23	Randolph-Sheppard vending facility operator*	0.3	\$18.38	0.3	\$36.30	0.2	\$19.31

Row	SOC for Competitive Integrated Employment Outcomes	2015 Percent	2015 Median Hourly Wage	2016 Percent	2016 Median Hourly Wage	2017 Percent	2017 Median Hourly Wage
24	Sales and Related Occupations	8.9	\$8.00	8.0	\$8.67	8.0	\$8.63
25	Transportation and Material Moving Occupations	18.8	\$8.75	18.7	\$9.00	17.3	\$9.00
26	Total competitive employment outcomes		\$8.63		\$9.00		\$9.00

Data source: RSA-911

Note: FFY 2017 data is not comparable with other FFY data. FFY 2017 shows Oct. – June data. FFY 15-16 show Oct. – Sept. data.

*RSA specific occupational classifications

Table 8b. Alabama Combined Agency Standard Occupational Classification (SOC) Codes Percentages of Employment Outcomes and Median Hourly Earnings for Individuals below Age 25 Who Achieved Competitive Employment Outcomes at Closure - FFYs 2015-2017

Row	SOC for Competitive Integrated Employment Outcomes	2015 Percent	2015 Median Hourly Wage	2016 Percent	2016 Median Hourly Wage	2017 Percent	2017 Median Hourly Wage
1	Architecture and Engineering Occupations	0.4	\$13.76	0.6	\$12.75	0.5	\$17.85
2	Arts, Design, Entertainment, Sports, and Media	0.3	\$11.00	0.4	\$10.00	0.8	\$13.95
3	Building and Grounds Cleaning and Maintenance	9.7	\$8.00	8.5	\$9.00	6.7	\$8.27
4	Business and Financial Operations Occupations	0.4	\$8.25	0.1	\$15.00	0.9	\$13.10
5	Community and Social Services Occupations	0.6	\$14.66	0.1	\$15.15	0.8	\$12.00
6	Computer and Mathematical Occupations	0.2	\$18.83	0.4	\$15.00	0.6	\$10.45
7	Constructive and Extraction Occupations	3.0	\$10.00	2.7	\$10.00	1.2	\$10.00
8	Education, Training, and Library Occupations	0.9	\$10.00	1.5	\$13.85	1.5	\$12.51
9	Farming, Fishing, and Forestry Occupations	0.4	\$9.83	0.5	\$9.00	0.8	\$9.25
10	Food Preparation and Serving Related Occupations	19.7	\$7.50	18.9	\$7.66	19.6	\$7.77
11	Healthcare Practitioners and Technical Occupations	1.1	\$11.51	1.9	\$11.00	1.6	\$14.00
12	Healthcare Support Occupations	2.8	\$8.50	3.4	\$9.00	3.1	\$9.00
13	Installation, Maintenance, and Repair Occupations	3.5	\$9.50	3.5	\$10.00	4.4	\$10.00
14	Legal Occupations	0.1	\$17.00	0.1	\$15.00	0	NA
15	Life, Physical, and Social Science Occupations	0.1	\$7.25	0.2	\$13.50	0.2	\$10.00
16	Management Occupations	0.9	\$11.00	1.2	\$13.45	0.8	\$11.25
17	Military Specific Occupations	0.2	\$9.03	0.3	\$9.19	0.6	\$13.23
18	Office and Administrative Support Occupations	5.0	\$8.00	6.0	\$8.58	5.8	\$9.00
19	Personal Care and Service Occupations	7.0	\$8.00	7.1	\$8.00	6.8	\$8.25
20	Production Occupations	8.8	\$9.00	9.5	\$9.00	10.8	\$9.25
21	Protective Service Occupations	1.0	\$8.75	0.8	\$8.62	0.6	\$7.50
22	Randolph-Sheppard vending facility clerk*	0	NA	0	NA	0	NA
23	Randolph-Sheppard vending facility operator*	0	NA	0	NA	0	NA

Row	SOC for Competitive Integrated Employment Outcomes	2015 Percent	2015 Median Hourly Wage	2016 Percent	2016 Median Hourly Wage	2017 Percent	2017 Median Hourly Wage
24	Sales and Related Occupations	10.4	\$8.00	9.0	\$8.00	9.6	\$8.04
25	Transportation and Material Moving Occupations	23.5	\$8.50	23.5	\$8.83	22.3	\$9.00
26	Total competitive employment outcomes		\$8.00		\$8.50		\$8.50

Data source: RSA-911

Note: FFY 2017 data is not comparable with other FFY data. FFY 2017 shows Oct. – June data. FFY 15-16 show Oct. – Sept. data.

*RSA specific occupational classifications

Table 8c. Alabama Combined Agency Standard Occupational Classification (SOC) Codes Percentages of Employment Outcomes and Median Hourly Earnings for Individuals Age 25 and Older Who Achieved Competitive Employment Outcomes at Closure- FFYs 2015-2017

Row	SOC for Competitive Integrated Employment Outcomes	2015 Percent	2015 Median Hourly Wage	2016 Percent	2016 Median Hourly Wage	2017 Percent	2017 Median Hourly Wage
1	Architecture and Engineering Occupations	0.7	\$22.43	0.7	\$23.08	0.7	\$23.06
2	Arts, Design, Entertainment, Sports, and Media	1.3	\$12.00	0.9	\$12.00	1.0	\$15.83
3	Building and Grounds Cleaning and Maintenance	11.3	\$8.14	12.4	\$8.50	11.1	\$8.58
4	Business and Financial Operations Occupations	1.2	\$18.64	1.4	\$17.74	2.1	\$18.63
5	Community and Social Services Occupations	2.5	\$14.09	2.2	\$14.43	2.3	\$14.83
6	Computer and Mathematical Occupations	0.9	\$18.23	0.9	\$18.58	1.0	\$18.28
7	Constructive and Extraction Occupations	3.0	\$10.98	3.1	\$11.00	4.0	\$12.00
8	Education, Training, and Library Occupations	3.3	\$14.95	3.5	\$15.00	4.9	\$15.38
9	Farming, Fishing, and Forestry Occupations	0.4	\$9.00	0.5	\$10.78	0.3	\$10.68
10	Food Preparation and Serving Related Occupations	10.3	\$8.00	11.1	\$8.00	11.6	\$8.00
11	Healthcare Practitioners and Technical Occupations	3.0	\$16.00	2.8	\$18.46	2.8	\$16.51
12	Healthcare Support Occupations	4.3	\$8.77	3.2	\$8.63	2.4	\$9.00
13	Installation, Maintenance, and Repair Occupations	3.3	\$11.35	2.6	\$12.00	2.6	\$12.64
14	Legal Occupations	0.4	\$14.00	0.4	\$17.06	0.2	\$19.05
15	Life, Physical, and Social Science Occupations	0.4	\$17.03	0.2	\$29.06	0.3	\$13.28
16	Management Occupations	2.3	\$14.43	2.5	\$15.00	2.5	\$15.74
17	Military Specific Occupations	0	NA	0.0	\$24.05	0	NA
18	Office and Administrative Support Occupations	12.3	\$10.00	13.5	\$10.00	12.2	\$10.50
19	Personal Care and Service Occupations	4.9	\$8.00	5.0	\$8.42	4.7	\$8.25
20	Production Occupations	8.3	\$9.24	7.4	\$9.25	9.2	\$9.70
21	Protective Service Occupations	2.1	\$9.50	2.2	\$9.45	2.5	\$10.00
22	Randolph-Sheppard vending facility clerk*	0	NA	0.0	\$39.60	0	NA
23	Randolph-Sheppard vending facility operator*	0.5	\$18.38	0.4	\$36.30	0.3	\$19.31

Row	SOC for Competitive Integrated Employment Outcomes	2015 Percent	2015 Median Hourly Wage	2016 Percent	2016 Median Hourly Wage	2017 Percent	2017 Median Hourly Wage
24	Sales and Related Occupations	7.9	\$8.00	7.4	\$9.00	7.0	\$9.00
25	Transportation and Material Moving Occupations	15.4	\$9.00	15.6	\$9.25	14.1	\$9.70
26	Total competitive employment outcomes		\$9.00		\$9.50		\$10.00

Data source: RSA-911

Note: FFY 2017 data is not comparable with other FFY data. FFY 2017 shows Oct. – June data. FFY 15-16 show Oct. – Sept. data.

*RSA specific occupational classifications

Table 9a. Alabama Combined Agency Reason for Exit for All Individuals Who Did Not Achieve an Employment Outcome at Closure- FFYs 2015-2017

Row	Reason for Closure	2015 Number	2015 Percent	2016 Number	2016 Percent	2017* Number	2017* Percent
1	Unable to locate or contact	2,278	42.9	2,044	43.0	5,514	52.6
2	Disability too significant to benefit from VR services - ineligible	61	1.1	57	1.2	71	0.7
3	No longer interested in receiving services or further services	1,692	31.9	1,540	32.4	3,180	30.3
4	Death	59	1.1	60	1.3	56	0.5
5	Transferred to another agency	14	0.3	13	0.3	13	0.1
6	No disabling condition – ineligible	36	0.7	20	0.4	12	0.1
7	No impediment to employment - ineligible	87	1.6	62	1.3	32	0.3
8	Transportation not feasible or available	30	0.6	19	0.4	56	0.5
9	Does not require VR services - ineligible	76	1.4	61	1.3	43	0.4
10	All other reasons	900	16.9	812	17.1	1,428	13.6
11	Extended employment	0	0	0	0	2	0.0
12	Individual in institution other than a prison or jail	16	0.3	13	0.3	12	0.1
13	Individual is incarcerated in a prison or jail	60	1.1	49	1.0	64	0.6

Data source: RSA-911

Note: FFY 2017 data is not comparable with other FFY data. FFY 2017 shows Oct. – June data. FFY 15-16 show Oct. – Sept. data.

Table 9b. Alabama Combined Agency Reason for Exit for Individuals below Age 25 Who Did Not Achieve an Employment Outcome at Closure - FFYs 2015-2017

Row	Reason for Closure	2015 Number	2015 Percent	2016 Number	2016 Percent	2017 Number	2017 Percent
1	Unable to locate or contact	928	45.6	858	45.6	2,467	54.7
2	Disability too significant to benefit from VR services - ineligible	15	0.7	15	0.8	17	0.4
3	No longer interested in receiving services or further services	619	30.4	546	29.0	1,362	30.2
4	Death	9	0.4	11	0.6	12	0.3
5	Transferred to another agency	6	0.3	6	0.3	6	0.1
6	No disabling condition - ineligible	22	1.1	13	0.7	4	0.1
7	No impediment to employment - ineligible	43	2.1	29	1.5	19	0.4
8	Transportation not feasible or available	12	0.6	10	0.5	26	0.6
9	Does not require VR services - ineligible	26	1.3	26	1.4	17	0.4
10	All other reasons	333	16.3	350	18.6	557	12.3
11	Extended employment	0	0	0	0	1	0.0
12	Individual in institution other than a prison or jail	4	0.2	3	0.2	4	0.1
13	Individual is incarcerated in a prison or jail	18	0.9	14	0.7	20	0.4

Data source: RSA-911

Note: FFY 2017 data is not comparable with other FFY data. FFY 2017 shows Oct. – June data. FFY 15-16 show Oct. – Sept. data.

Table 9c. Alabama Combined Agency Reason for Exit for Individuals Age 25 and Older Who Did Not Achieve an Employment Outcome at Closure - FFYs 2015-2017

Row	Reason for Closure	2015 Number	2015 Percent	2016 Number	2016 Percent	2017 Number	2017 Percent
1	Unable to locate or contact	1,350	41.2	1,186	41.3	3,047	51.0
2	Disability too significant to benefit from VR services - ineligible	46	1.4	42	1.5	54	0.9
3	No longer interested in receiving services or further services	1,073	32.8	994	34.6	1,818	30.4
4	Death	50	1.5	49	1.7	44	0.7
5	Transferred to another agency	8	0.2	7	0.2	7	0.1
6	No disabling condition - ineligible	14	0.4	7	0.2	8	0.1
7	No impediment to employment - ineligible	44	1.3	33	1.2	13	0.2
8	Transportation not feasible or available	18	0.5	9	0.3	30	0.5
9	Does not require VR services - ineligible	50	1.5	35	1.2	26	0.4
10	All other reasons	567	17.3	462	16.1	871	14.6
11	Extended employment	0	0	0	0	1	0.0
12	Individual in institution other than a prison or jail	12	0.4	10	0.3	8	0.1
13	Individual is incarcerated in a prison or jail	42	1.3	35	1.2	44	0.7

Data source: RSA-911

Note: FFY 2017 data is not comparable with other FFY data. FFY 2017 shows Oct. – June data. FFY 15-16 show Oct. – Sept. data.

Fiscal Data Tables for Alabama-Combined

Table 6.1 Alabama-Combined (AL-C) VR Resources and Expenditures—FFYs 2015–2017*

VR Resources and Expenditures	2015	2016	2017*
Total program expenditures	\$76,910,897	\$80,163,840	\$81,720,655
Federal expenditures	\$60,430,501	\$62,990,567	\$63,949,055
State agency expenditures (4 th quarter)	\$16,480,396	\$17,173,273	\$17,771,600
State agency expenditures (latest/final)	\$16,480,396	\$17,173,273	\$17,771,600
Federal formula award amount	\$59,918,424	\$62,174,068	\$61,977,066
MOE penalty from prior year	\$0	\$0	\$0
Federal award amount relinquished during reallocation	\$0	\$0	\$0
Federal award amount received during reallocation	\$512,077	\$816,499	\$3,224,220
Federal funds transferred from State VR agency	\$0	\$0	\$0
Federal funds transferred to State VR agency	\$0	\$0	\$0
Federal award amount (net)	\$60,430,501	\$62,990,567	\$65,201,286
Federal award funds deobligated	\$0	\$0	\$0
Federal award funds used	\$60,430,501	\$62,990,567	\$65,201,286
Percent of formula award amount used	100.85%	101.31%	105.20%
Federal award funds matched but not used	\$0	\$0	\$0

* Indicates the award is currently in an open status. Therefore, data is either not currently available or not final.

Table 6.1 Alabama-Combined - VR Resources and Expenditures—Descriptions, Sources and Formulas

VR Resources and Expenditures	Source/Formula
Total program expenditures	The sum of the Federal and non-Federal expenditures. Source/Formula: Table 6.1: Federal expenditures plus State expenditures (latest/final)
Federal expenditures	The cumulative amount of disbursements from Federal funds. Source/Formula: SF-425 line 10e from latest/final report
State expenditures (4 th quarter)	The cumulative amount of disbursements and unliquidated obligations from State funds through September 30 th of the award period. Source/Formula: SF-425 line 10j from 4 th quarter report
State expenditures (latest/final)	The cumulative amount of disbursements and unliquidated obligations from State funds as reported on the agency’s latest or final SF-425 report. Final reports do not include unliquidated obligations. Source/Formula: SF-425 line 10j from latest/final report
Federal formula award amount	The amount of the Federal funds available to the agency based on the formula mandated in the Rehabilitation Act. Formula/Source: Federal formula award calculation
MOE penalty from prior year	The amount of the Maintenance of Effort (MOE) deficit from the previous FFY which resulted in a MOE penalty against the current FFY. Source/Formula: Table 6.2: MOE difference from prior year
Federal award amount relinquished during reallotment	Amount of Federal award voluntarily relinquished through the reallotment process. Formula/Source: RSA-692
Federal award received during reallotment	Amount of funds received through the reallotment process. Source/Formula: RSA-692
Federal funds transferred from State VR agency	Amount of award funds transferred from State VR agencies (Blind to General or General to Blind). Formula/Source: Agency transfer request documentation
Federal funds transferred to State VR agency	Amount of award funds transferred to State VR agencies (Blind to General or General to Blind). Formula/Source: Agency transfer request documentation
Federal award amount (net)	Federal award amount available after accounting for adjustments to award (e.g., MOE penalties, relinquishment, reallotment and transfers). Formula/Source: Federal formula award calculation, RSA-692, agency documentation, SF-425 : Federal formula calculation minus MOE penalty minus funds relinquished in reallotment plus funds received in reallotment plus funds transferred from agency minus funds transferred to agency
Federal award funds deobligated	Federal award funds deobligated at the request of the agency or as part of the award closeout process. These funds may include matched or unmatched Federal funds. Source/Formula: Agency deobligation request documentation, G5 closeout reports

VR Resources and Expenditures	Source/Formula
Federal award funds used	Amount of Federal award funds expended. Source/Formula: Federal formula calculation, RSA-692, agency documentation, SF-425 lesser of the 4 th quarter or latest/final: Federal award amount (net) (calculation above) minus Federal award funds deobligated
Percent Federal formula award used	Percent of Federal formula award funds used. Source/Formula: Federal award funds used (calculation above) divided by Federal formula award amount
Federal award funds matched but not used	This represents unused Federal award funds for which the agency provided match. Source/Formula: Table 6.2 Federal award funds matched (actual) minus Table 6.1 Federal award funds used

Table 6.2 Alabama-Combined (AL-C) Non-Federal Share and Maintenance of Effort—FFYs 2015–2017*

Non-Federal Share (Match) and Maintenance of Effort (MOE)	2015	2016	2017*
Match required per net award amount	\$16,355,396	\$17,048,273	\$17,646,600
Match provided (actual)	\$16,480,396	\$17,173,273	\$17,771,600
Match difference**	-\$125,000	-\$125,000	-\$125,000
Federal funds matched (actual)	\$60,430,501	\$62,990,567	\$65,201,286
Percent Federal funds matched	100.00%	100.00%	100.00%
Match from State appropriation			
Percent match from State appropriation	0.00%	0.00%	0.00%
Match from Third-Party Cooperative Arrangements (TPCA)			
Percent match from TPCAs	0.00%	0.00%	0.00%
Match from Randolph-Sheppard program			
Percent match from Randolph-Sheppard Program	0.00%	0.00%	0.00%
Match from interagency transfers			
Percent match from interagency transfers	0.00%	0.00%	0.00%
Match from other sources			
Percent match from other sources	0.00%	0.00%	0.00%
MOE required	\$14,878,844	\$16,136,047	\$16,480,396
MOE: Establishment/construction expenditures	\$0	\$0	\$0
MOE actual	\$16,480,396	\$17,173,273	\$17,771,600
MOE difference**	-\$1,601,552	-\$1,037,226	-\$1,291,204

* Indicates the award is currently in an open status. Therefore, data is either not currently available or not final.

** A positive amount indicates a deficit. A negative amount indicates a surplus.

Table 6.2 Alabama-Combined - Non-Federal Share and Maintenance of Effort—Descriptions, Sources and Formulas

Non-Federal Share (Match) and Maintenance of Effort (MOE)	Source/Formula
Match required per net award amount	Non-Federal funds required based upon the net amount of the Federal award. Source/Formula: (Table 6.1 Federal award amount net divided by 0.787) multiplied by 0.213
Match provided (actual)	Amount of match (non-Federal share) provided, by the agency. Source/Formula: SF-425 line 10j lesser of the 4 th quarter or latest/final
Match difference**	The difference between match required to access the net Federal award funds and the actual amount of match provided by agency. Source/Formula: SF-425 lesser of the 4 th quarter or latest/final: ((Federal formula award amount divided by 0.787) multiplied by 0.213) minus SF-425 line 10j
Federal funds matched (actual)	Total amount of Federal funds the agency was able to match based upon the non-Federal share reported. The maximum amount of Federal funds the agency can access is limited to the Federal grant award amount. Source/Formula: (Match provided actual divided by .213) multiplied by .787
Percent of Federal funds matched	Percent of Federal funds matched. Source/Formula: Federal funds matched divided by Federal award amount net
Match from State appropriation	Match amount from State appropriation. Source/Formula: Data provided by State
Percent match from State appropriation	Match amount from State appropriation expressed as a percentage of total match provided. Source/Formula: Match from State appropriation divided by SF-425 line 10j
Match from TPCAs	Match amount from Third-Party Cooperative Arrangements (TPCAs). Source/Formula: Data provided by State
Percent match from TPCAs	Match amount from Third-Party Cooperative Arrangements (TPCAs) expressed as a percentage of total match provided. Source/Formula: Match from TPCAs divided by SF-425 line 10j
Match from Randolph-Sheppard program	Match amount from Randolph-Sheppard program. Source/Formula: Data provided by State
Percent match from Randolph-Sheppard Program	Match amount from Randolph-Sheppard program expressed as a percentage of total match provided. Source/Formula: Match from Randolph-Sheppard Program divided by SF-425 line 10j

Non-Federal Share (Match) and Maintenance of Effort (MOE)	Source/Formula
Match from interagency transfers	Match amount from interagency transfers. Source/Formula: Data provided by State
Percent match from interagency transfers	Match amount from interagency transfers expressed as a percentage of total match provided. Source/Formula: Match from interagency transfers divided by SF-425 line 10j
Match from other sources	Match amount from all sources of match not previously listed. Source/Formula: Data provided by State
Percent match from other sources	Match amount from all other sources expressed as a percentage of total match provided. Source/Formula: Match from other sources divided by SF-425 line 10j
Maintenance of Effort (MOE) required	Maintenance of effort (MOE) is the level of non-Federal expenditures, minus establishment/construction expenditures for CRPs, established by the State's non-Federal expenditures two years prior, i.e. Recipient Share of Expenditures. Source/Formula: (For FFY two year prior) SF-425 4 th quarter or latest/final report: line 10j minus line 12a. If non-Federal share is added in the prior carryover year, the additional amount is added to the MOE required. If an agency increases their Establishment/Construction expenditures in the prior carryover year, the increase is deducted from the FFY's total non-Federal share for MOE purposes.
MOE: Establishment / construction expenditures	Non-Federal share of expenditures for construction of facilities for community rehabilitation program (CRP) purposes and the establishment of facilities for community rehabilitation purposes. Source/Formula: SF-425 latest/final report: line 12a
MOE actual	Non-Federal share provided by agency minus establishment/construction expenditures for CRPs. Source/Formula: SF-425: Match provided actual minus establishment/construction expenditures. NOTE: If non-Federal share is added in the prior carryover year, the additional amount is added to the MOE actual. If an agency increases their Establishment/Construction expenditures in the prior carryover year, the increase is deducted from the FFY's total non-Federal share for MOE purposes.
MOE difference**	The difference between MOE required and the actual MOE provided. Source/Formula: MOE required minus MOE actual

** A positive amount indicates a deficit. A negative amount indicates a surplus.

Table 6.3 Alabama-Combined (AL-C) Program Income and Carryover—FFYs 2015–2017*

Program Income and Carryover	2015	2016	2017*
Program income received	\$1,145,836	\$738,474	\$876,943
Program income disbursed	\$1,145,836	\$738,474	\$870,691
Program income transferred	\$0	\$0	\$0
Program income used for VR program	\$1,145,836	\$738,474	\$870,691
Federal grant amount matched	\$60,430,501	\$62,990,567	\$65,201,286
Federal expenditures 9/30	\$36,930,143	\$35,832,106	\$35,908,250
Federal unliquidated obligations 9/30	\$9,859,224	\$10,034,426	\$9,962,348
Carryover amount	\$13,641,134	\$17,124,035	\$19,330,688
Carryover as percent of award	22.57%	27.19%	29.65%

* Indicates the award is currently in an open status. Therefore, data is either not currently available or not final.

Table 6.3 Alabama-Combined - Program Income and Carryover—Descriptions, Sources and Formulas

Program Income and Carryover	Source/Formula
Program income received	Total amount of Federal program income received by the grantee. Source/Formula: SF-425 latest/final line 10l
Program income disbursed	Amount of Federal program income disbursed, including transfers. Source/Formula: SF-425 latest/final: line 10m plus line 10n
Program income transferred	Amount of Federal program income transferred to other allowable programs. Source/Formula: SF-425 latest/final: line 12e plus line 12f plus line 12g plus line 12h
Program income used for VR program	Amount of Federal program income utilized for the VR program. Source/Formula: SF-425 latest/final: Program income expended minus program income transferred
Federal grant amount matched	Federal funds an agency is able to draw down based upon on reported non-Federal share not to exceed net award amount. Source/Formula: Table 6.2 Federal funds matched actual
Federal expenditures 9/30	Federal funds expended by 9/30 of the FFY of appropriation. This does not include unliquidated obligations. Source/Formula: SF-425 4 th quarter: line 10e
Federal unliquidated obligations 9/30	The unliquidated amount of Federal funds matched that the grantee did not liquidated by 9/30 of the FFY of appropriation Source/Formula: SF-425 4 th quarter: line 10f
Carryover amount	The unobligated amount of Federal funds matched that the grantee did not obligate by 9/30 of the FFY of appropriation. Carryover amounts do not include any unliquidated Federal obligations as of 9/30. Source/Formula: SF-425 4 th quarter: line 10h
Carryover as percent of award	Amount of carryover expressed as a percentage of total Federal funds available. Source/Formula: SF-425 latest/final: Carryover amount divided by Federal net award amount.

Table 6.4 Alabama-Combined (AL-C) RSA-2 Expenditures—FFYs 2015–2017*

RSA-2 Expenditures	2015	2016	2017
Total expenditures	\$76,812,377	\$77,574,069	\$81,575,415
Administrative costs	\$5,193,725	\$5,873,166	\$5,866,137
Administration as Percent expenditures	6.76%	7.57%	7.19%
Purchased services expenditures	\$32,397,317	\$32,485,413	\$34,450,165
Purchased services as a Percent expenditures	42.18%	41.88%	42.23%
Services to groups	\$3,522,487	\$3,437,620	\$3,603,145
Services to groups percentage	4.59%	4.43%	4.42%

*Expenditures for RSA-2 data represent current FFY expenditures and carryover from prior FFY. Therefore, these figures may differ from the expenditures in Tables 6.1, 6.2, and 6.3 which are from SF-425 reports.

Table 6.4 Alabama-Combined - RSA-2 Expenditures—Descriptions, Sources and Formulas*

RSA-2 Expenditures	Sources/Formula
Total expenditures	All expenditures from Federal, State and other rehabilitation funds (including VR, supported employment, program income, and carryover from previous FFY). This includes unliquidated obligations. Source: RSA-2: Schedule 1.4
Administrative costs	Total amount expended on administrative costs under the VR program. Source/Formula: RSA-2: Schedule 1.1
Administration as percent of expenditures	Administrative costs expressed as a percentage of all expenditures. Source/Formula: Administrative costs divided by total expenditures
Purchased services expenditures	Expenditures made for services purchased by the agency. Source/Formula: RSA-2: Schedule 1.2.B
Purchased services as a percent of expenditures	Purchased services expressed as a percentage of total expenditures. Source/Formula: Purchased services expenditures divided by total expenditures
Services to groups	Expenditures made by the agency for the provision of VR services for the benefit of groups of individuals with disabilities. Source/Formula: RSA-2: Schedule 1.3
Services to groups percentage	Services to groups expressed as a percentage of total expenditures. Source/Formula: Services to groups divided by total expenditures

*Expenditures for RSA-2 data represent current FFY expenditures and carryover from prior FFY. Therefore, these figures may differ from the expenditures in Tables 6.1, 6.2, and 6.3 which are from SF-425 reports.

APPENDIX B: DATA VERIFICATION RESULTS

Data Element	Number with required documentation	Number without required documentation	Percent with required documentation	Percent without required documentation
Date of Application	30	0	100%	0
Date of Eligibility Determination	30	0	100%	0
Date of IPE	30	0	100%	0
Start Date of Employment in Primary Occupation at Exit or Closure	22	0	100%	0
Weekly Earnings at Exit or Closure	22	0	100%	0
Employment Status at Exit or Closure	22	0	100%	0
Type of Exit or Closure	30	0	100%	0
Date of Exit or Closure	30	0	100%	0

Summary	Number (of 30)	Percent (of 30)
Files with all required documentation	30	100%
Files with documentation for four or more data elements examined	22	73%
Files with no required documentation	0	0

APPENDIX C: SUPPORTED EMPLOYMENT PROGRAM PROFILE

Supported Employment Data Tables for Alabama-Combined

Summary Statistics – Supported Employment Outcomes						
Performance category	2015 Number	2015 Percent	2016 Number	2016 Percent	2017 Number	2017 Percent
Supported employment (SE) outcomes	432		472		381	
Competitive employment outcomes	399	92.4%	438	92.8%	351	92.1%
Median hourly earnings for competitive employment outcomes	\$7.53		\$8.00		\$8.00	
Average hours worked for competitive employment outcomes	22.64		23.01		22.86	

Data source: RSA-911. Note: FFY 2017 data is not comparable with other FFY data. FFY 2017 shows Oct. – June data. FFY 15-16 show Oct. – Sept. data.

*Using RSA-911: Total number of individuals who exited with supported employment outcomes divided by total number of individuals who exited with an employment outcome multiplied by 100.

**Using RSA-911: Total number of individuals who exited with competitive supported employment divided by total number of individuals who exited with supported employment outcomes multiplied by 100.

Top Five Services Provided to Individuals in Competitive Supported Employment	
Services Provided	2017 Percent
Vocational rehab counseling and guidance	95.2
Assessment	91.5
On-the-job supports-SE	83.8
Other services	37.6
Job readiness training	29.9

Data source: RSA-911. Note: FFY 17 contains closed case data from October 1, 2016 to June 30, 2017.

Top Five Occupations by Percentages of Employment Outcomes with Median Hourly Earnings for All Individuals Who Achieved Competitive Supported Employment Outcomes at Closure for FFY 2017		
SOC Code	2017 Percent	2017 Median Hourly Wage
Food Preparation and Serving Related Occupations	32.5	\$7.71
Building and Grounds Cleaning and Maintenance	19.1	\$8.00
Transportation and Material Moving Occupations	13.4	\$8.74
Sales and Related Occupations	8.5	\$8.25
Office and Administrative Support Occupations	8.0	\$8.04

Data source: RSA-911

Note: FFY 17 contains closed case data from October 1, 2016 to June 30, 2017.