

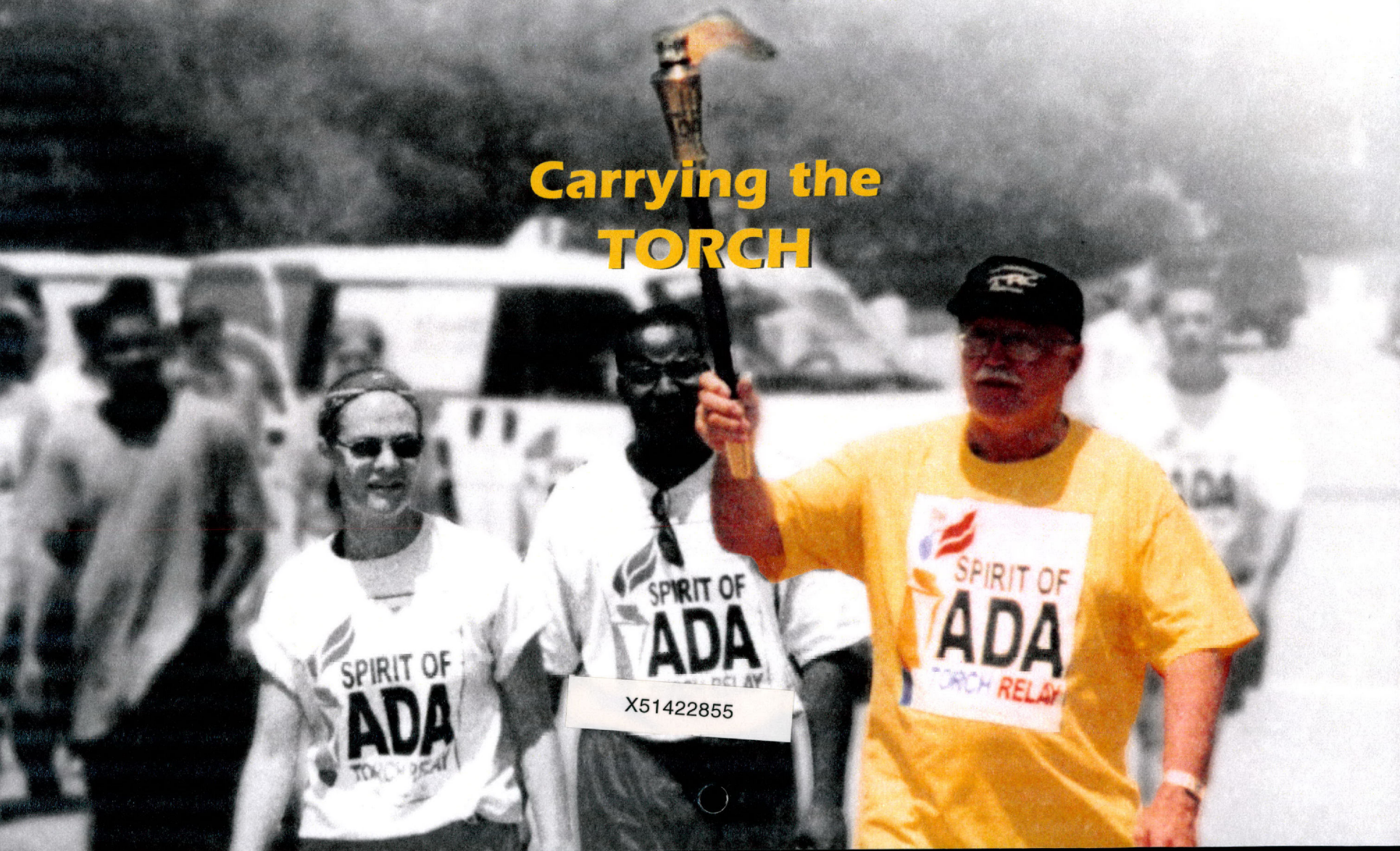
Government Publications
Texas State Documents

Re APR 20 2002

Depository
Dallas Public Library

**TEXAS REHABILITATION
COMMISSION**

**Carrying the
TORCH**



X51422855

the **TRC** *mission*

TRC exists to assist people with disabilities to participate in their communities by achieving employment of choice, living as independently as possible and accessing high quality services. TRC achieves this mission by:

Involving people with disabilities in decisions that affect their lives and services provided by TRC;

Valuing the diversity of people and providing an equal opportunity environment which offers challenging and satisfying work;

Managing programs which are efficient and effective; and

Being an agency that is accountable to the public.

we **DEDICATE** *this report*

TO THE PROFESSIONALS IN PUBLIC SERVICE —

the public servants who devote their lives to people with disabilities. Whether working directly with our clients, reviewing disability claims, or providing administrative support, the employees of the Texas Rehabilitation Commission remain committed and will continue to carry the torch for people with disabilities.



COMMISSIONER'S *comments*

No country, however rich, can afford to waste its human resources. The United States is in the midst of unprecedented economic growth and employers around the country are awakening to the fact that people with disabilities represent a valuable yet underutilized resource for keeping the economy moving apace. They are discovering what we've known all along: people with disabilities want to work, can work, and should not be overlooked as a resource rich with potential.

The technological innovations of the "new economy" have broadened the range of jobs available to people with disabilities and access to those jobs is critical to sustaining the gains made in building satisfying careers and living more independent lives. For example, voice recognition software and assistive devices have opened doors to individuals in careers such as teaching, motivational speaking, computer programming and real estate sales. Yet with technological innovation comes the challenge of adapting to rapid change. Too often, people with disabilities find themselves behind the technological curve as the modern workplace evolves.

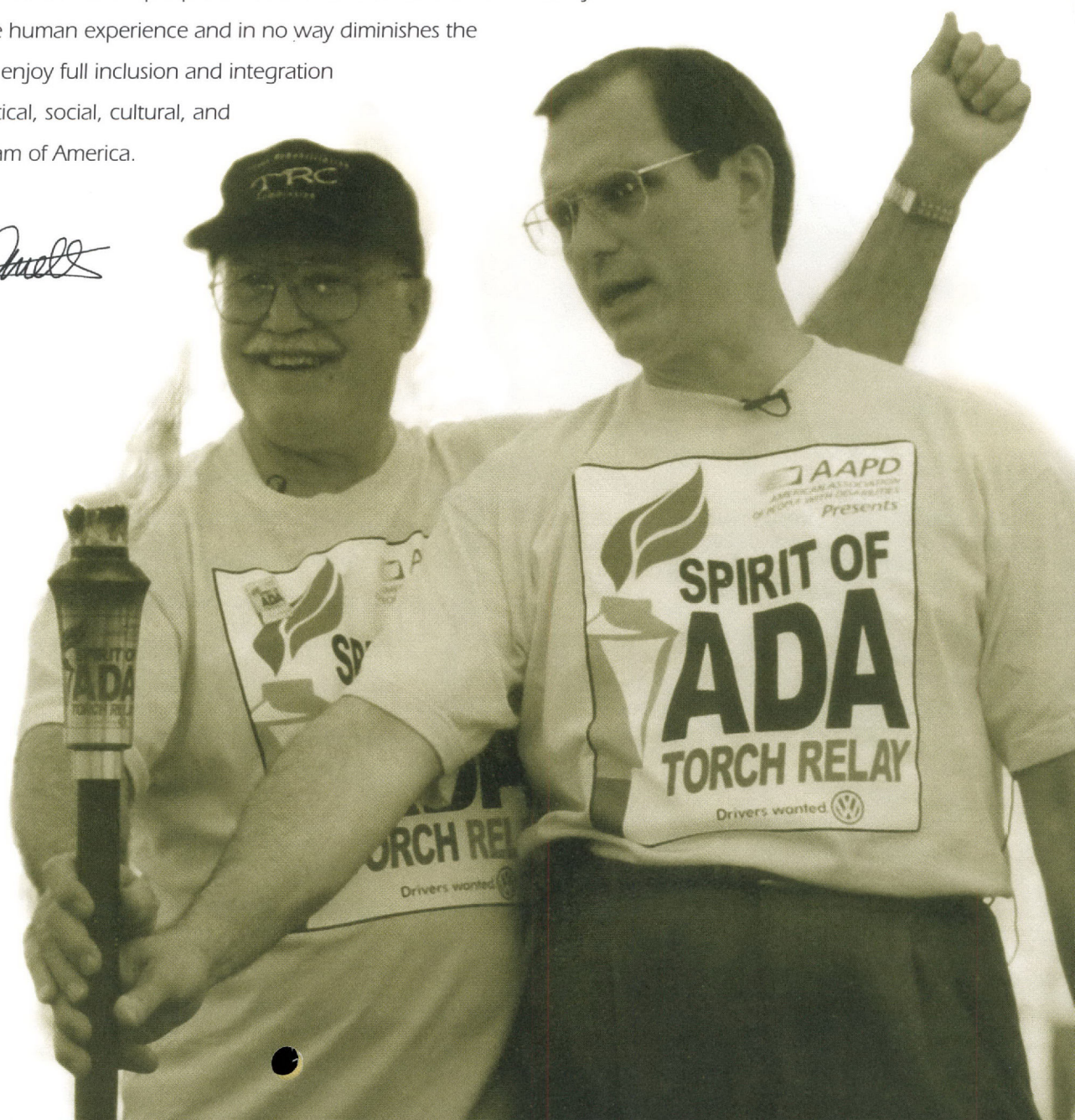
The Texas Rehabilitation Commission recognizes the importance of providing clients and claimants with cutting-edge technology and services that will enable them to meet the challenge of change confidently. Our service-delivery system gives TRC the flexibility to respond to changes in workplace needs quickly and appropriately. Of course, we've been providing first-class services for more than 30 years and will continue to do so in the new millennium.

This year the country reached a milestone as it began celebrating the 10th anniversary of the Americans with Disabilities Act. TRC was proud to be part of the Spirit of ADA Torch Relay and to reaffirm its commitment to breaking down barriers to employment for people with disabilities.

The ADA and other recent federal and state legislation speaks to more than simply access and accommodation for people with disabilities: it speaks to the positive change in perception that the public servants in the Texas rehabilitation program have been working to engender for over 70 years. Although change seems inevitable – both technological and political – you may be assured of the unchanging commitment to the people of Texas who have disabilities. Disability is a natural part of the human experience and in no way diminishes the right of individuals to enjoy full inclusion and integration in the economic, political, social, cultural, and educational mainstream of America.



Vernon "Max" Arrell



In 1990, Congress passed the Americans with Disabilities Act, calling for equal access to goods and services for persons with disabilities and prohibiting discrimination in employment. The ADA impacted all elements of integration for persons with disabilities including employment, public services, public accommodations and telecommunications.

TRC was quick to respond to the landmark legislation by developing "ADA Texas," a team of individuals dedicated to training and educating our staff, clients and employers on all aspects of the new law.

Disability is a natural part of the human experience and in no way should limit a person's ability to make choices, pursue meaningful careers, or participate fully in all aspects of life. All of us – in Texas, America and throughout the world – have benefitted from the achievements and contributions of people with disabilities.

July 26, 2000 marked the ten-year anniversary of the ADA. Landmark civil rights laws like ADA make it more likely that America will be able to live up to the promise of "liberty and justice for all."



the **ADA** *flame lives on*

Throughout the evolution of the rehabilitation program in Texas over the past 71 years, TRC employees have carried the torch for Texans with disabilities. We focus on human energy; maximizing the potential of Texans with disabilities to become gainfully employed, independent, fully functioning members of their communities.

Whether advocating for new laws that enhance the lives of people with disabilities, or providing guidance, training, medical help or financial support, TRC staff has been there to help put Texans with disabilities back into the workplace. And when work was not an option, TRC's investment through other programs has paid off for people with disabilities, their families, communities, employers and the Texas economy.

Any way you look at it, people with disabilities are our primary customers. They are a valuable resource for Texas – a resource society cannot afford to waste. And it goes far beyond dollars. People we've helped go on to become positive role models in their communities – passing the torch on to another generation of Texans.

The following are brief descriptions of our programs, along with performance measures and personal stories of those who benefit from our services. We're proud of TRC's performance but are more proud of what it represents – the positive impact TRC helps create in Texans with disabilities.

M	T	W	T	F	S	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

January 2001

THE VOCATIONAL REHABILITATION PROGRAM

The Vocational Rehabilitation Program (VR), a state-federal partnership since 1929, helps Texans with disabilities overcome vocational limitations, and enables them to prepare for, find and keep jobs. Together, a client and counselor determine what kind of job the client wants and can achieve. Work-related services are individualized – guided by informed choice – and may include counseling, training, medical treatment, assistive devices, job placement assistance or other services. To be eligible for this program, an individual must:

- Have a physical or mental disability that results in a substantial impediment to employment.
- Be employable after receiving services.
- Require services in order to achieve an employment outcome.

Primary Disabilities Served in FY 2000

Musculo-Skeletal Disabilities	30%
Alcoholism and Drug Abuse	15%
Deaf/Hearing Impaired	5%
Mental Illness	21%
Mental Retardation	3%
Borderline Intellectual Functioning	4%
Learning Disabilities	7%
Cardiac/Respiratory/Circulatory	4%
Digestive Disorders	6%
Epilepsy	1%
Traumatic Brain Injury	2%
Other Impairments	2%

Benefits

- By retirement the average rehabilitated client will repay the cost of services at least 12 times through taxes paid and decreased public assistance.
- For every dollar spent on VR, clients generate \$20 in personal taxable income through the remainder of their work lives.
- VR is 79 percent federally funded and matched at 21 percent by the state.

VR Highlights for 2000

- There are five regions with 133 field offices and 490.5 counselors across the state.
- In FY 2000, 137,187 persons with disabilities were served. Of the 116,457 eligible clients, 24,775 were successfully rehabilitated, and 67,687 continued to receive services at the end of the year. TRC served 11 percent of the potentially eligible population of Texans with disabilities.
- 81 percent of the eligible clients served had severe/significant disabilities.
- Over 18 percent of all referrals were workers injured on the job. TRC returned 3,118 injured workers to employment.
- Latest national data available shows that TRC received 6 percent of the nation's federal rehabilitation funds, yet we were responsible for placing 12 percent of the nation's rehabilitants into employment outcomes.

Average Weekly Earnings

Employed clients' average weekly earnings after TRC services were more than five times greater than before receiving services.

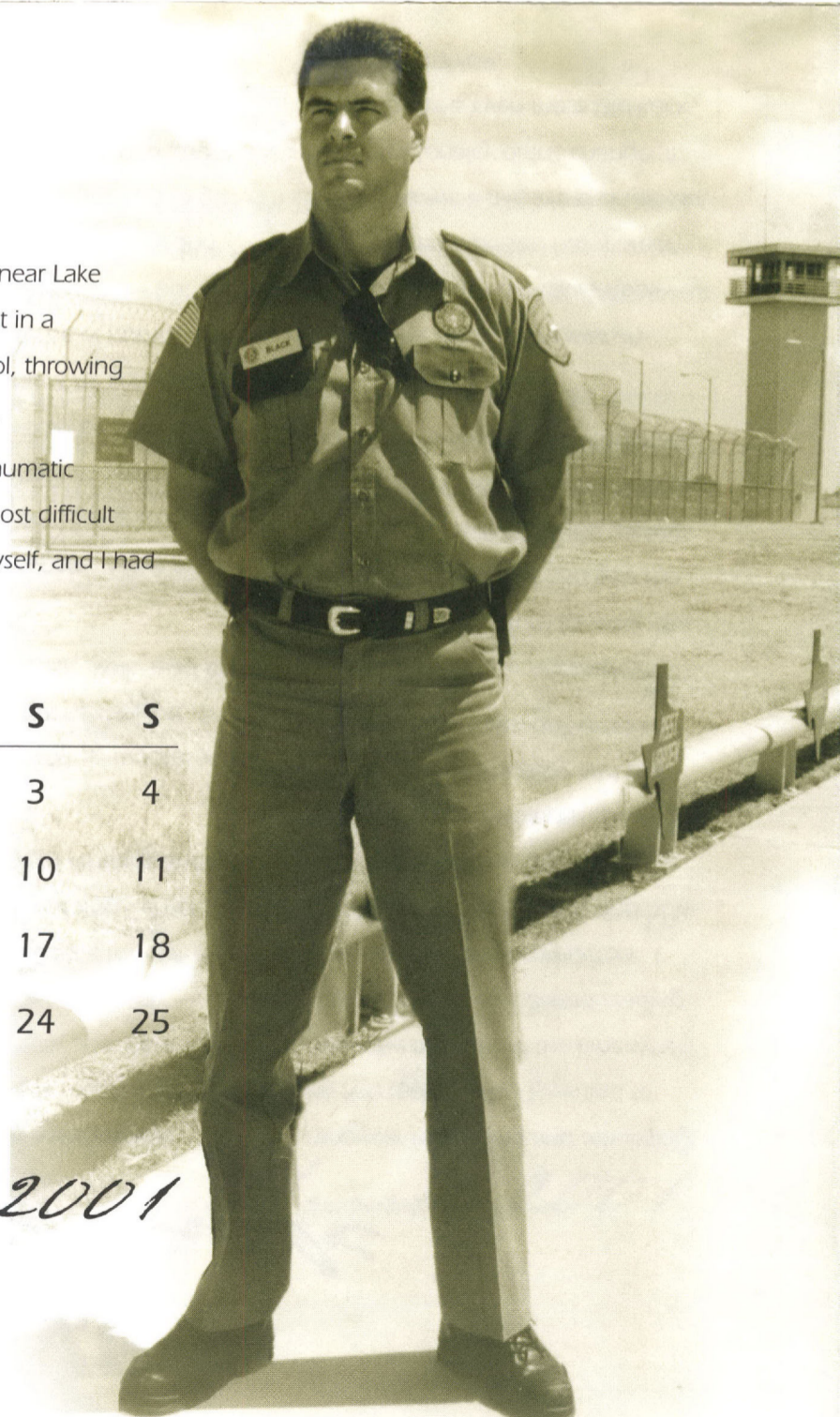
STEVE *Black*

Steve Black and his buddy, Toby, raced their motorcycles along Highway 79 near Lake Diversion, enjoying the wind in their faces and the warm Texas sunshine. But in a microsecond, Steve's life changed forever when his bike twisted out of control, throwing him through the air to skid along the roadside at about 200 feet per second.

Steve doesn't remember what happened, but the accident left him with a traumatic brain injury and in a coma for over a month. "When I woke up, it was the most difficult time in my life," recalls Steve. "I could barely talk, couldn't walk or balance myself, and I had double vision so I couldn't even read." **CONTINUED ON NEXT PAGE**

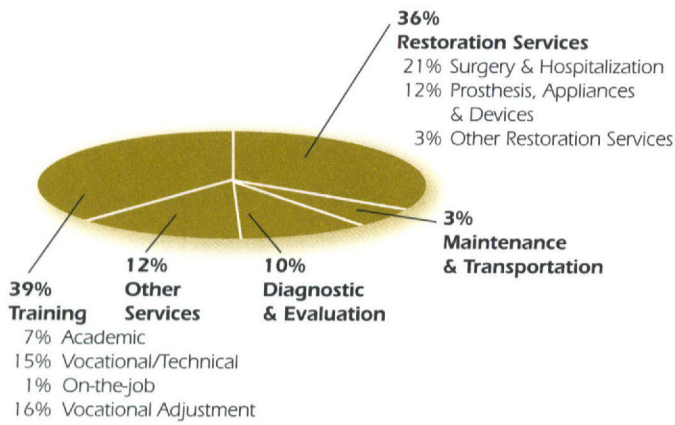
M	T	W	T	F	S	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

February 2001

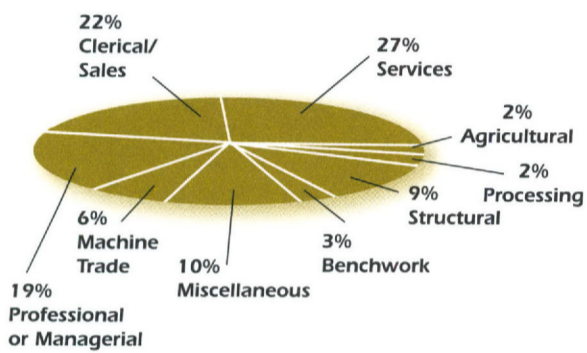


VOCATIONAL REHABILITATION PROGRAM CONTINUED

Services Bought for VR Clients in FY 2000



Types of Employment Outcomes in FY 2000



STEVE *Black*

CONTINUED FROM PREVIOUS PAGE

Steve's wife, Laurie, contacted TRC within a few weeks after his accident, so when he came out of the coma, TRC facilitated a transfer to the Transitional Learning Center in Galveston to begin rehabilitation immediately.

Steve spent the next six months working to regain what he had lost, re-learning how to talk, walk, read and balance himself.

"It was a real struggle," Steve recalled, "but I knew if I was going to get better, I would have to work hard and progress would be slow." Steve said he knew that if he kept a positive attitude and a sense of humor, God would get him through it – but the letters everyday from his wife and family gave him the strength to go on when his spirits began to slump. When Steve returned home to his wife and daughters, he spent the

next year recovering and rebuilding his fine motor skills. "I wanted to make the best use of the time when I couldn't work, so I started reading and learning about computers. I taught myself how to type and now I can type 25 words per minute," boasted Steve. He played sports to keep his body healthy and read diligently to sharpen up his mind. When Steve's doctor released him, he was eager to return to work. But his previous employer had sold the company so his original job was not an option. He worked with TRC VR Counselor, Laura Rook, to find a way to return to work.

"Prior to his injury Steve was an easy-going guy," said Laura Rook. "Often when a person has a brain injury, you see a massive change, but Steve's personality didn't change. If anything, he is even more laid-back and philosophical."

We hit a few bumps along the way but Steve worked hard and was accepted by the Texas Department of Criminal Justice to go through correctional officer training." He now works as a guard at the Allred Unit of the Texas Department of Criminal Justice.

Steve still has a few residual effects from the accident, such as a mild speech impediment and occasional equilibrium problems, but that doesn't slow him down. "You don't worry about where you've been, just concentrate on where you're going," says Steve. "I've got a good job now and I'm thankful for the help TRC gave me so I can support my family again."

M	T	W	T	F	S	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

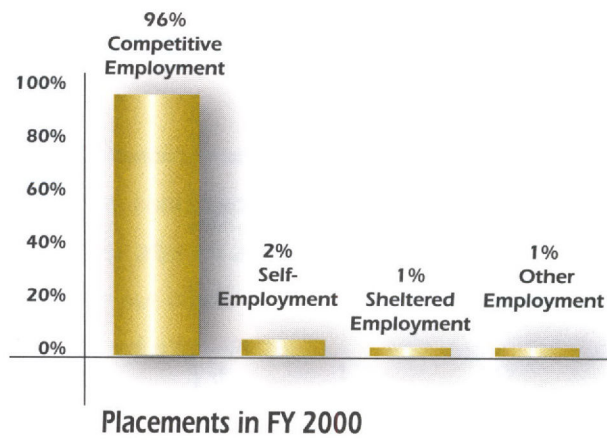
March 2001

*Concentrate on
where you are going ...*

BLACK

CRISTINA *Parret*

Cristina Parret moved from the Philippines to San Antonio with her parents when she was a young teenager. Since Cristina is profoundly deaf, she attended the Texas School for the Deaf in Austin to get an education, learn how to communicate using sign language and to gain independent-living skills. Shortly after the move to Austin, Cristina's parents brought her back home because of some of the decisions she had made while attending school. She enrolled in a neighborhood school and, with close monitoring by her parents, Cristina's study habits improved so much that she eventually graduated with a high GPA. Even though she made good grades in school, Cristina still lacked knowledge about the world of work, and her independent-living skills were limited. Soon after graduation she entered the Methodist Family Rehabilitation Services program and became involved with TRC to help her create a road to independence. "When Cristina first came to TRC," says Anne Hoscheit, her TRC Counselor, "she had very poor planning and decision-making skills. She had never managed her own money and had very unrealistic vocational goals. But she showed a great deal of respect for her superiors, accepted constructive feedback and paid close attention to her work quality."



VOCATIONAL REHABILITATION PROGRAM CONTINUED

Client Satisfaction Findings

Satisfaction with services is an important measure of our success. The best way to find this out is to go to the source: our clients. This year, 14,485 former clients were polled through a telephone survey and results indicated:

- 92 percent were satisfied or very satisfied with their overall experience with TRC.
- 97 percent said they were treated with courtesy and respect.
- 91 percent said they had a part in the planning of services.
- 88 percent of working clients were satisfied or very satisfied with their employment

Cristina went through work adjustment training for the deaf, personal social adjustment training and eventually went to work on an assembly line for a San Antonio science lab. She learned quickly and can now effectively communicate with her supervisor and hearing peers. Cristina is now well on her way to being self-supporting and getting ready to move into her first apartment.

"I couldn't have done all this without TRC's help," signed Cristina. "TRC was always there when I needed help on the road to independence."

On the road to independence...

M	T	W	T	F	S	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

April 2001



EXTENDED REHABILITATION SERVICES

The Extended Rehabilitation Services (ERS) program is state-funded. It provides an array of employment support services to individuals with significant disabilities, who require special and intensive services to function in the community and workplace.

Because of the nature and significance of their disabilities, these individuals would not be able to obtain and/or maintain employment without the supports provided by ERS.

Although ERS offers the choice of sheltered employment, emphasis is placed on community integrated employment (CIE) opportunities.

Benefits

- ERS services provide the job supports necessary for individuals with significant disabilities to maintain employment.
- More than 80 percent of ERS clients are employed in CIE earning an average of \$5.62 per hour.
- Persons with significant disabilities maintain employment and become tax paying members of the workforce.

ERS Highlights for 2000

- There are 22 ERS counselor and support staff teams available to serve individuals needing ERS services.
- ERS services are available throughout the state.
- In State FY 2000, TRC served 1478 people in this program
 - 1194 in CIE and
 - 284 in alternative sheltered workshop settings.

LESLIE *Reed*

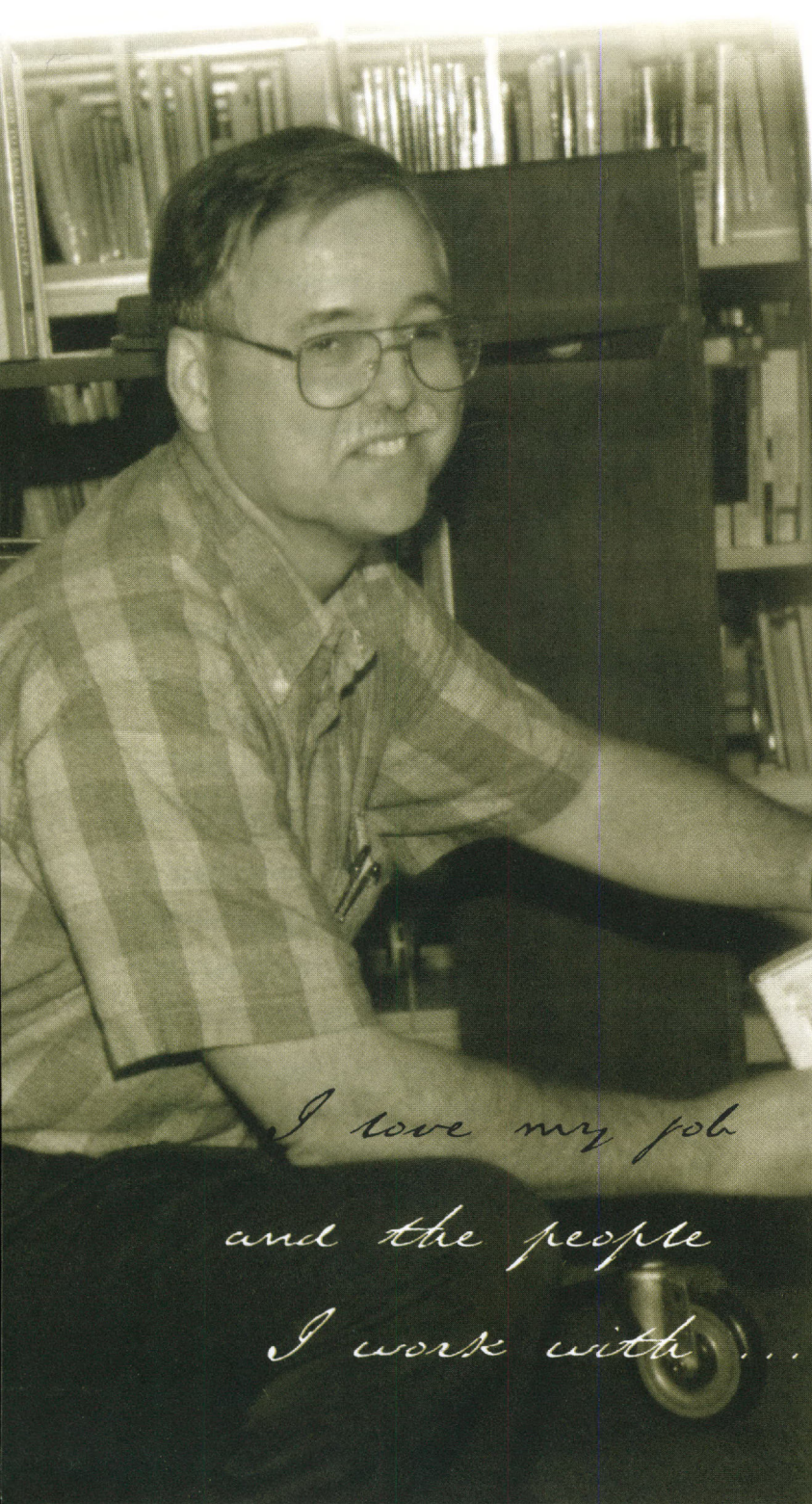
If you want a book at the Dallas Public Library, Leslie Reed might just be the one to help you. Leslie loves working at the library and leads a very full and satisfying life. But he says it was a long hard process to get to that point. Leslie has a significant disability. He lives with severe depression and a schizoaffective disorder. Leslie's depression was so severe in the 80's that he was hospitalized twice. "You can't very easily step back into the workplace from an institution," said Leslie. "TRC helped me with that and gave me opportunities for growth." Leslie also started attending Emotions Anonymous meetings at that time and said it helped him learn to deal with his disability.

Maureen Imthurn, Leslie's counselor at TRC, helped him go to work at the Citizens' Development Center (CDC), a sheltered workshop. "I only made about \$75 the first year because

I just could not produce," he recalled, "but I needed the exposure." Leslie said he had to learn to cope with his disability and the sheltered workshop provided him safety to do that.

Leslie's illness made him want to retreat. Struggling just to get through the day at first, each success gave him strength and allowed him to take on a bigger challenge. The sheltered workshop forced him to be with other people. He learned to work again, relate to people and deal with problems in an acceptable way.

After six years, Leslie topped out at CDC. He accepted a high-stress 50-hour a week job with the Southland Corporation but soon realized that his emotional health was again at risk. Maureen encouraged him to consider a job at the library and set him up with a job coach to take the qualification test.



"I was really nervous, but my job coach helped me get through it," Leslie recalled. Leslie passed the test and the rest is history.

"I will always have to take medication," said Leslie. "But I am now able to look at myself with respect and say, 'Hey, I like this guy.' It's like that expression 'The proof of gold is in the fire.' I came from the very bottom and have been through the fire. I love my job. I love the people I work with. And I love being able to move forward again. I'm happy now and working on my next goal – to become more independent."

M	T	W	T	F	S	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

*I love my job
and the people
I work with...*

May 2001

VERA

Stephens

Vera Stephens enjoyed being a mother and wife. On a warm fall day in late September 1998 Vera's life with her husband and children changed drastically when an intruder pushed his way into her home and attacked her. When she resisted, the intruder beat her so severely that she was left with a brain injury, which held her in a coma for almost a year.

"It was so terrible," recalled her sister, Beverly Peters. "I had to look at her legs and hands to see if it was my sister. She was lying near the bed when we found her, and her head was so swollen from the pounding it lifted the bed up off the floor."

Vera was totally unresponsive and they didn't know if she would live. Her family eventually placed her in a nursing home where she stayed for almost a year. Totally dependent on others to merely exist, she just stared with a distant glaze in her eyes. When Vera began to show signs of coming around, her family spent many hours talking to her, moving her around and trying to motivate her. But they were at a loss on what to do. Beverly contacted TRC to see if someone could help her sister and she was referred to Comprehensive Rehabilitation Services (CRS) Counselor, Beth McNabb.

"Beth got the ball rolling," recalled Beverly. She got Vera moved to the Texas Institute for Rehabilitation and Research (TIRR), and after that, to the Transitional Learning Center (TLC) in Galveston, where she could get the help she needed.

"We had to put her in serial casting to lengthen her hamstrings so she could stand again because her body had drawn up from being inactive for so long," recalled Beth. "Vera was severely impaired – and continues to be – but she worked very hard. She has such a determined spirit that she has made significant progress."

Vera's hard work helped her graduate from the Galveston program and at this time she lives in Noah's House, a supervised living facility. She can now walk with the help of a walker and brace. She can feed herself, do her own laundry and take care of many of her own needs. Vera's life is significantly different now from when she was in the nursing home.

Vera's journey to recovery isn't over, but she has come a long way since she was placed in the nursing home two years ago. "I want to live in my own home again and be able to love and care for my five grandchildren," says Vera. "With TRC's help and the support of my family and friends, I know I'll make it."

*Vera has
such a
determined
spirit ...*



M	T	W	T	F	S	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

June 2001

COMPREHENSIVE REHABILITATION SERVICES

The Comprehensive Rehabilitation Services program provides time-limited services for persons with traumatic brain injury and traumatic spinal cord injury. CRS clients may receive inpatient comprehensive medical rehabilitation services, outpatient services and post-acute brain injury services. This program does not provide long-term, ongoing services.

CRS was funded by the 72nd Legislature through a percentage of court costs collected from misdemeanor and felony convictions. TRC counselors provide assistance with assessment and evaluation, case management, development of comparable benefits, and assistance with support services consistent with the goal of independence. TRC counselors may also assist clients in becoming eligible for services under another TRC program.

Benefits

Comprehensive Rehabilitation Services help clients with traumatic brain and spinal cord injuries live more independently in the family and the community. This program provides the crucial link in the recovery of as much function and independence as possible after severe injury to:

- Regain maximum levels of functionality and independence after injury,
- Make informed choices about needs and goals and
- Make plans for the future.

CRS Highlights for 2000

- In State FY 2000, TRC served 489 clients in the CRS program.
- Average cost of services is about \$20,235 per person served.

*I want
to live in
my own home
again ...*



VERA

Stephens

M	T	W	T	F	S	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

July 2001

VOCATIONAL REHABILITATION TRANSITION PLANNING SERVICES

As a part of the VR Program, TRC VR counselors provide consultative and technical assistance to public school personnel in planning the move from school to work for students with disabilities. Each TRC region has a Regional Transition Specialist to assist VR counselors in coordination with schools, independent school districts and Regional Educational Service Centers.

This program provides a framework for TRC, the Department of Mental Health and Mental Retardation, the Texas Education Agency and other agencies to coordinate services to support transition of students with disabilities from schools and/or institutions to the community.

Benefits

- VR counselors assist eligible students to plan for post-graduation employment opportunities.
- VR counselors encourage appropriate referrals from local schools in the last two years the student is in high school.

TPS Highlights for 2000

- As a result of collaborative efforts with schools, TRC received 5,108 referrals in State FY 2000.

MICHELLE

Colvard

As a research assistant at the University of Houston, Michelle Colvard holds a spotlight on success. One of the projects she works on, Project Support, monitors women and children who have come from abusive situations, providing therapy and help to ensure them a better chance to succeed in moving to a different lifestyle.

"I like helping people," says Michelle. "This work is both challenging and rewarding. I see the progress these women have been able to make as a result of the work we've done with them. Some of them end up going back to a bad environment, but some grab hold and use this opportunity to catapult themselves and their children into a healthier lifestyle. It isn't easy, but I hope the information we've gained in this project can be used to give more families the opportunity to better their living situations."

Some of Michelle's ability to help these women succeed comes from her own experience. Michelle was born with spina bifida and is a success story in her own right. Referred to TRC by her high school counselor during her senior year, TRC was able to fully fund her college education because she is catastrophically disabled. "She took advantage of the opportunity and never dropped a single class," said Bernie Moses, RST at the Northwest Houston Office who worked on Michelle's case with the VR Counselor in the Tomball office. "She took her school work very seriously and ended up graduating with a BA in Psychology and a 3.98 GPA."

"I felt a responsibility to TRC to do the very best I could in school," recalls Michelle. "The spina bifida limits me so much, I knew I needed an education to avoid sitting at home on disability."

"I like

helping

people,"

says Michelle...

"I am very grateful for TRC's help with my education," says Michelle, "and now my work in research gives me an opportunity to help others succeed." Michelle plans to continue her education and get a graduate degree in public health so that the research work she is doing can be used more broadly to help others succeed.

M	T	W	T	F	S	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

August 2001



FELICIANO

Garza

Feliciano Garza has something few people have ever heard of: coccidioidomycosis – a rare disease more commonly known as Valley Fever. Since being diagnosed with Valley Fever in 1986, he has been in and out of hospitals. Little is known about this devastating disease, so treatment is often experimental.

Feliciano worked as a mechanics professor at South Texas Community College (STCC), built racecars and did community service. But the illness made him increasingly weak. He experienced numbness in his extremities and eventually lost his ability to walk. He had trouble breathing and often had problems with his thought processes. Within 24 months, he became a prisoner in his own home and completely dependent on his wife for his daily living activities, which meant she could not work either.

"When he came to the TRC office in McAllen, he was in a wheelchair he bought for a few dollars at a flea market," said TRC Counselor Rita Vega. "Feliciano had always been very independent, but he was about to lose everything because of his condition and the huge medical bills."

*TRC helped make
my life a lot easier ...*

"Without help, I couldn't do anything," recalls Feliciano. "I was lost. I was scared. Rita took time to explain things and soon I had an electric wheelchair made just for me. She also got me assistive devices that allowed me to get myself in and out of my bed and the tub, and prepare meals for my family again. TRC even helped me get my van modified. Now I can drive again. TRC helped make my life a lot easier."

Feliciano now cares for his own daily needs. His wife has returned to work and he is able to drive his son to school. They even go to the movies a couple of times a week. At home he cooks, works with his son in his shop, waters the plants and keeps himself productive. Recently, STCC asked him to return and teach mechanical theory in the classroom. When his doctor releases him, he hopes to return to work part-time. "My life just keeps getting better," says Feliciano, "it's like being born again."

INDEPENDENT LIVING

Independent Living (IL) Services and Centers provide a broad array of services that promote increased independence, self-sufficiency and enhance quality of life for persons with significant disabilities.

IL Services may include counseling and guidance, durable medical equipment, communications aids, prostheses, rehabilitation technology, and training with an outcome of achieving the greatest degree of independence possible.

Consumers control the decision-making, service delivery, and management of community-based IL Centers. IL Centers promote practices that increase self-help, self-advocacy and actively develop peer relationships and role models. Core services of IL Centers may include information and referral, IL skills training, peer counseling, advocacy and ensuring equal access for individuals with varying significant disabilities to services, programs, and resources within their community.

Benefits

- IL Services and IL Centers help people with significant disabilities to continue living independently in the home and community.
- Services are provided statewide to persons with the most significant disabilities.
- IL client-service funds offer assistance to people who have no other resources.
- Resource and referral services allow persons with significant disabilities who might otherwise be underserved or unserved to access services.

ILS Highlights for 2000

- Currently there are ten state-supported IL Centers. Three of the centers operate satellite IL Centers in nearby cities.
- In FY 2000, ten IL counselors and IL rehabilitation services technicians provided services to 2,210 eligible clients throughout the state.
- In State FY 2000, 5,049 clients were served through IL centers

M	T	W	T	F	S	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

September 2001

ELDON

Mickler

*I can't
imagine
what my life
would be like
without
TRC ...*

Most of us are somewhat familiar with muscular dystrophy because of entertainer Jerry Lewis and the annual MDA Labor-Day telethon held since the early 60s. When Eldon (Mick) Mickler was born in 1956, little was known about the dreaded neuromuscular disease that cut short the lives of many youngsters.

With a life expectancy of 13 years, Mick could have easily sat back and let others take care of him. "But," says Mick, "my parents expected the same from me as my sister who did not have a disability. As a result, I've always done just about anything I wanted to do. I've just had to figure out a different way to do it."

Mick surpassed the doctor's predictions and, at age 29, wanted to go to college. He contacted TRC for assistance. "My VR Counselor, Keith Fulp, told me that because of the severity of my disability he could pay for my education," recalls Mick. "From that moment on, TRC has

opened doors for me that I never imagined I could go through."

With help from TRC, Mick finished his bachelor's degree and went on to work on a master's degree with a goal to work as a VR Counselor (VRC). Just prior to getting his master's degree, he accepted a VRC position in Cleburne, Texas. For the first time in his life, Mick was able to work and support an independent lifestyle. After a year, Mick transferred to the East Austin Field Office and worked for six years in Project Chance, a special program for ex-offenders.

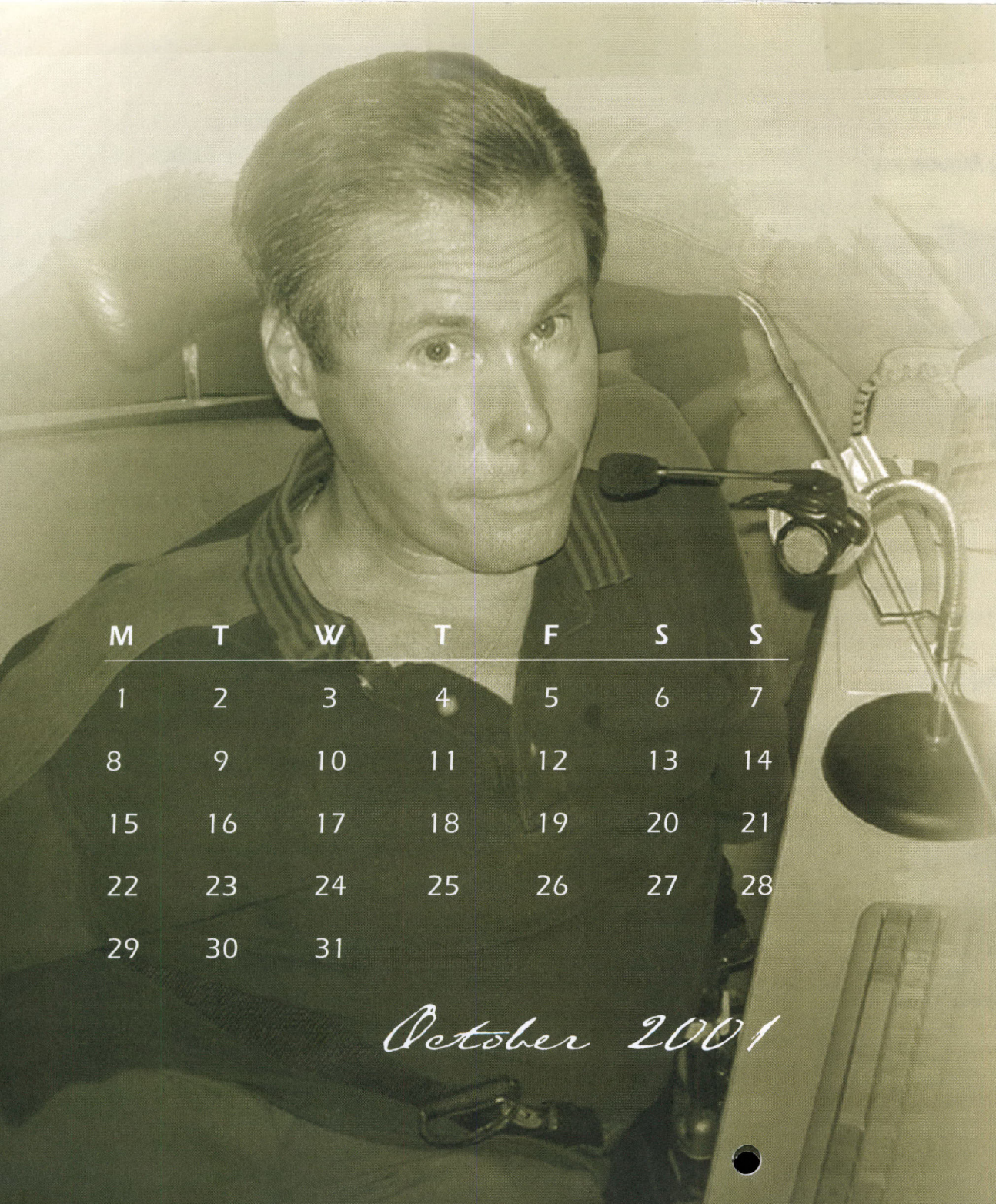
As Mick's physical condition deteriorated, it became increasingly difficult for him to move around the city to meet with clients. In 1997, he applied for a position as a Disability Examiner at DDS and his transfer was accepted. But Mick had another hurdle ahead of him.

Two months into the training class, Mick found out he had esophageal cancer. The next year was very difficult.

Just as he started a new career in TRC, Mick once again faced a devastating medical diagnosis followed by a year of chemotherapy and radiation treatments.

"I wasn't able to do much at all that first year at DDS, but TRC supported me through it all," smiled Mick. "I don't know of any other company, private or otherwise, that has the knowledge and understanding that TRC has about living with a disability or a devastating illness."

Today, Mick is back working full time. His cancer is in remission and he and his wife recently bought a home in the country. "I can't imagine what my life would be like had it not been for TRC," says Mick. "I'd probably be in a nursing home. From any perspective – as a client or as an employee – TRC really knows about helping people and has certainly made a significant difference in my life."



M	T	W	T	F	S	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

October 2001

DISABILITY DETERMINATION SERVICES

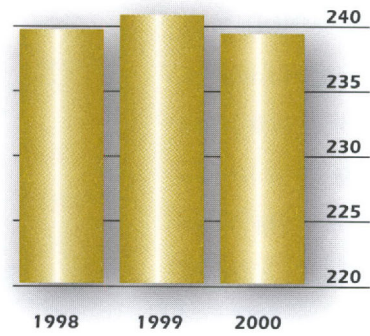
Disability Determination Services, funded entirely through the Social Security Administration (SSA), establishes eligibility for Texans with severe disabilities who apply for Social Security Disability Insurance and/or Supplemental Security Income. Texans with disabilities apply for benefits at their local Social Security office and their applications are forwarded to DDS for determination.

Benefits

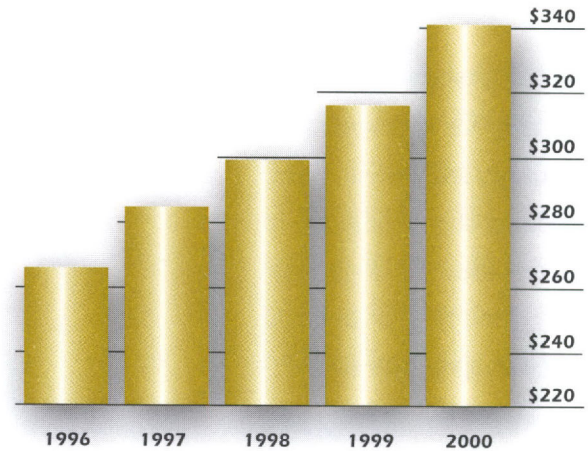
- Federal dollars brought to Texas through disability benefits reach about \$340,769,000 per month.
- The TRC DDS maintains offices in Houston, Irving, and Austin for face-to-face interviews with people who have been determined to no longer be eligible for disability benefits.

DDS Highlights for 2000

- In Federal FY 2000, DDS processed 237,738 disability cases for Texans.
- Most recent data for Federal FY 2000 indicates that DDS reached over 95 percent accuracy rate as audited by the SSA.
- SSA has consistently rated the Texas DDS number one among the eight largest DDS's when considering key performance measures.



Cases Processed IN THOUSANDS



Total Monthly Payments to Texans IN MILLIONS

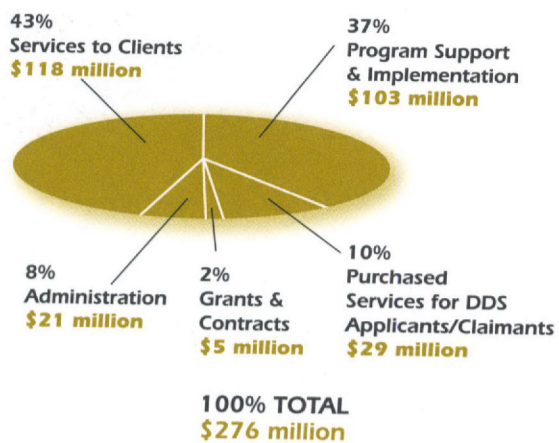
ELDON
Mickler

M	T	W	T	F	S	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

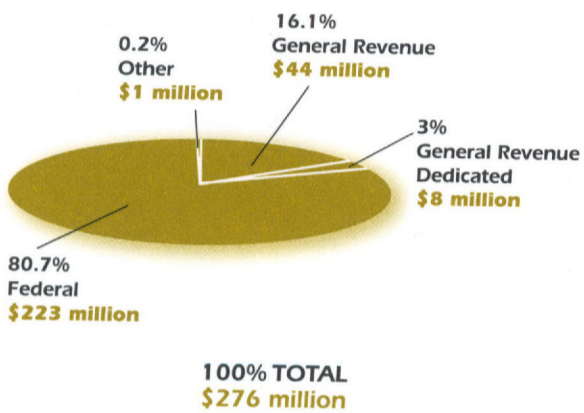
November 2001

MELITA HARRIS, ADMINISTRATIVE TECHNICIAN
IN THE INQUIRIES AND SPECIAL SERVICES OFFICE,
ASSISTS MICKLER WITH CASE REVIEWS WHILE
HIS ASSISTANT IS ON VACATION.

**State FY 2000
Agency Expenditure Budget**



State FY 2000 Total Funds



ADMINISTRATION

Not all of our employees work directly with our clients in the field. Four areas provide vital services to our front-line forces under the administrative support umbrella.

Financial Services provides the data, information, allocation, payment and accounting to ensure TRC financial accountability and efficiency.

Administrative Services provides behind-the-scenes support in the following areas: human resources, buyer support, and operations support services.

Automated Services provides planning and support for TRC's information resources, including computer hardware and software, network operations, Internet/intranet, telecommunications, and information services.

The Office of the Commissioner

provides the vision and executive leadership for the agency. Offices under the Commissioner include general counsel, subrogation, management audit, management information services, civil rights, medical services and planning.

TRC also provides administrative support to the **Texas Council for Developmental Disabilities**. The Council is a 30-member board dedicated to ensuring that all Texans with developmental disabilities have the opportunity to be independent, productive and valued members of their communities.



M	T	W	T	F	S	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

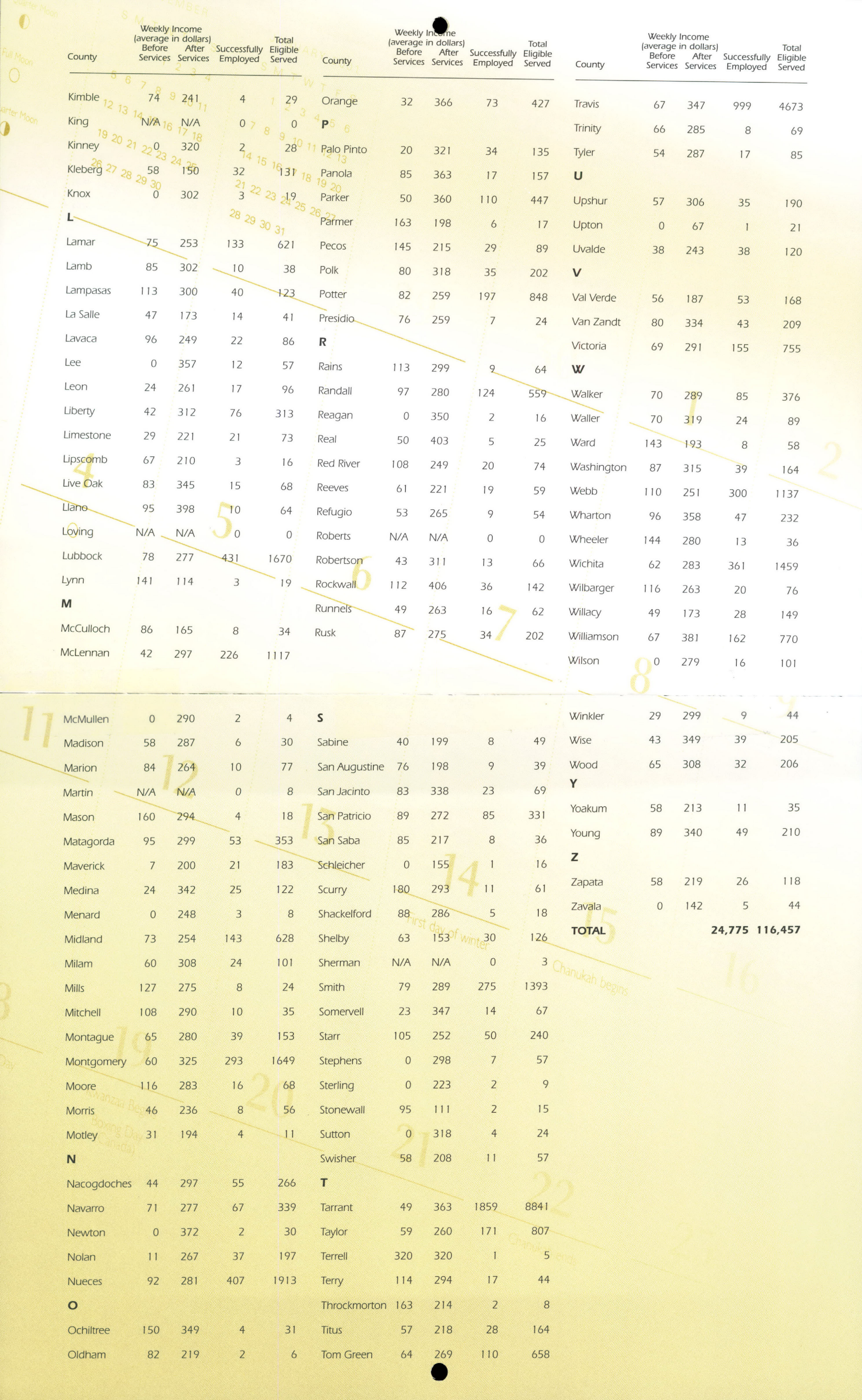
December 2001

CENTRAL OFFICE STAFF (LEFT TO RIGHT) - SUZANNE HAMLIOS, ABEL SOLIS, ELIZABETH HAU-JOE, LENA JACKSON, J.C. CARDWELL, ANN THOMPSON AND LARRY JUERGENS.

COUNTY LISTINGS

VOCATIONAL REHABILITATION STATE FY 2000

County	Weekly Income (average in dollars)		Successfully Employed	Total Eligible Served	County	Weekly Income (average in dollars)		Successfully Employed	Total Eligible Served	County	Weekly Income (average in dollars)		Successfully Employed	Total Eligible Served
	Before Services	After Services				Before Services	After Services				Before Services	After Services		
A					Comal	61	296	98	552	Gray	59	250	32	138
Anderson	69	290	27	258	Comanche	6	285	15	59	Grayson	63	338	204	839L
Andrews	183	320	8	53	Concho	113	113	1	8	Gregg	75	273	205	1105
Angelina	39	250	98	467	Cooke	26	332	35	171	Grimes	55	284	32	91
Aransas	72	209	35	131	Coryell	29	279	67	292	Guadalupe	53	353	94	515
Archer	48	319	15	63	Cottle	0	185	2	14	H				
Armstrong	178	178	2	17	Crane	76	360	7	21	Hale	131	274	68	311
Atascosa	42	338	34	177	Crockett	92	232	4	13H	Hall	0	208	1	27
Austin	122	329	26	155	Crosby	91	224	7	26	Hamilton	72	269	15	67
B					Culberson	0	234	5	30	Hansford	88	246	10	23
Bailey	69	204	4	17	D					Hardeman	99	220	8	37
Bandera	139	366	16	154	Dallam	215	312	3	15	Hardin	31	235	37	194
Bastrop	63	332	84	374	Dallas	57	372	2585	12506	Harris	36	336	4006	18502
Baylor	119	388	11	52	Dawson	169	240	19	52	Harrison	66	283	58	312
Bee	55	233	46	165	Deaf Smith	57	242	24	107	Hartley	125	240	1	10
Bell	63	273	268	1211	Delta	19	264	11	38	Haskell	64	238	18	75
Bexar	39	289	1828	8018	Denton	61	386	374	1653	Hays	98	353	130	655
Blanco	23	325	14	52	DeWitt	37	229	28	123	Hemphill	102	182	3	20
Borden	0	240	1	7	Dickens	80	340	3	4	Henderson	101	331	101	446
Bosque	73	351	12	58	Dimmit	59	200	11	42	Hidalgo	78	264	571	2652
Bowie	65	227	124	581	Donley	146	252	6	19	Hill	54	314	51	233
Brazoria	38	342	220	1110	Duval	13	376	17	83	Hockley	132	311	25	116
Brazos	67	317	165	765	E					Hood	52	369	63	344
Brewster	88	236	27	87	Eastland	62	318	15	84	Hopkins	114	283	58	216
Briscoe	N/A	N/A	0	2	Ector	82	270	183	876	Houston	32	253	28	124
Brooks	107	233	12	41	Edwards	25	50	1	10	Howard	54	230	60	294
Brown	163	316	50	268	Ellis	124	401	111	576	Hudspeth	N/A	N/A	0	5
Burleson	121	289	18	68	El Paso	60	250	644	3434	Hunt	61	312	136	610
Burnet	63	327	47	206	Erath	60	304	94	435	Hutchinson	124	284	22	108
C					F					I				
Caldwell	30	268	48	260	Falls	38	259	14	47	Irion	N/A	N/A	0	8
Calhoun	34	243	25	107	Fannin	34	338	34	213	J				
Callahan	39	260	18	74	Fayette	137	307	18	131	Jack	29	324	8	41
Cameron	103	247	336	1587	Fisher	0	174	2	13	Jackson	77	276	12	88
Camp	146	330	4	51	Floyd	57	213	13	47	Jasper	66	248	38	182
Carson	0	185	3	29	Foard	79	268	4	9	Jeff Davis	N/A	N/A	0	8
Cass	78	249	35	182	Fort Bend	44	347	301	1365	Jefferson	41	295	376	1630
Castro	209	229	10	53	Franklin	190	412	10	55	Jim Hogg	41	209	5	36
Chambers	66	333	27	99	Freestone	89	319	17	51	Jim Wells	63	208	42	166
Cherokee	66	284	60	356	Frio	98	237	31	86	Johnson	65	364	149	658
Childress	29	198	6	23	G					Jones	55	273	32	143
Clay	77	321	25	90	Gaines	235	356	5	29	K				
Cochran	88	241	8	22	Galveston	44	332	365	1865	Karnes	114	286	19	106
Coke	72	270	5	29	Garza	0	273	4	14	Kaufman	115	511	37	259
Coleman	92	300	11	44	Gillespie	123	325	18	89	Kendall	50	395	19	85
Collin	96	433	366	1959	Glasscock	0	260	1	2	Kenedy	N/A	N/A	0	0
Collingsworth	82	198	10	37	Goliad	32	283	12	40	Kent	N/A	N/A	0	6
Colorado	75	306	15	79	Gonzales	70	317	38	148	Kerr	64	318	64	329



County	Weekly Income (average in dollars)		Successfully Employed	Total Eligible Served	County	Weekly Income (average in dollars)		Successfully Employed	Total Eligible Served	County	Weekly Income (average in dollars)		Successfully Employed	Total Eligible Served
	Before Services	After Services				Before Services	After Services				Before Services	After Services		
Kimble	74	241	4	29	Orange	32	366	73	427	Travis	67	347	999	4673
King	N/A	N/A	0	0	Palo Pinto	20	321	34	135	Trinity	66	285	8	69
Kinney	0	320	2	28	Panola	85	363	17	157	Tyler	54	287	17	85
Kleberg	58	150	32	131	Parker	50	360	110	447	U				
Knox	0	302	3	19	Parmer	163	198	6	17	Upshur	57	306	35	190
L					Pecos	145	215	29	89	Upton	0	67	1	21
Lamar	75	253	133	621	Polk	80	318	35	202	Uvalde	38	243	38	120
Lamb	85	302	10	38	Potter	82	259	197	848	V				
Lampasas	113	300	40	123	Presidio	76	259	7	24	Val Verde	56	187	53	168
La Salle	47	173	14	41	R					Van Zandt	80	334	43	209
Lavaca	96	249	22	86	Rains	113	299	9	64	Victoria	69	291	155	755
Lee	0	357	12	57	Randall	97	280	124	559	W				
Leon	24	261	17	96	Reagan	0	350	2	16	Walker	70	289	85	376
Liberty	42	312	76	313	Real	50	403	5	25	Waller	70	319	24	89
Limestone	29	221	21	73	Red River	108	249	20	74	Ward	143	193	8	58
Lipscomb	67	210	3	16	Reeves	61	221	19	59	Washington	87	315	39	164
Live Oak	83	345	15	68	Refugio	53	265	9	54	Webb	110	251	300	1137
Llano	95	398	10	64	Roberts	N/A	N/A	0	0	Wharton	96	358	47	232
Loving	N/A	N/A	0	0	Robertson	43	311	13	66	Wheeler	144	280	13	36
Lubbock	78	277	431	1670	Rockwall	112	406	36	142	Wichita	62	283	361	1459
Lynn	141	114	3	19	Runnels	49	263	16	62	Wilbarger	116	263	20	76
M					Rusk	87	275	34	202	Willacy	49	173	28	149
McCulloch	86	165	8	34						Williamson	67	381	162	770
McLennan	42	297	226	1117						Wilson	0	279	16	101

McMullen	0	290	2	4	S					Winkler	29	299	9	44
Madison	58	287	6	30	Sabine	40	199	8	49	Wise	43	349	39	205
Marion	84	264	10	77	San Augustine	76	198	9	39	Wood	65	308	32	206
Martin	N/A	N/A	0	8	San Jacinto	83	338	23	69	Y				
Mason	160	294	4	18	San Patricio	89	272	85	331	Yoakum	58	213	11	35
Matagorda	95	299	53	353	San Saba	85	217	8	36	Young	89	340	49	210
Maverick	7	200	21	183	Schleicher	0	155	1	16	Z				
Medina	24	342	25	122	Scurry	180	293	11	61	Zapata	58	219	26	118
Menard	0	248	3	8	Shackelford	88	286	5	18	Zavala	0	142	5	44
Midland	73	254	143	628	Shelby	63	153	30	126	TOTAL			24,775	116,457
Milam	60	308	24	101	Sherman	N/A	N/A	0	3					
Mills	127	275	8	24	Smith	79	289	275	1393					
Mitchell	108	290	10	35	Somervell	23	347	14	67					
Montague	65	280	39	153	Starr	105	252	50	240					
Montgomery	60	325	293	1649	Stephens	0	298	7	57					
Moore	116	283	16	68	Sterling	0	223	2	9					
Morris	46	236	8	56	Stonewall	95	111	2	15					
Motley	31	194	4	11	Sutton	0	318	4	24					
N					Swisher	58	208	11	57					
Nacogdoches	44	297	55	266	T									
Navarro	71	277	67	339	Tarrant	49	363	1859	8841					
Newton	0	372	2	30	Taylor	59	260	171	807					
Nolan	11	267	37	197	Terrell	320	320	1	5					
Nueces	92	281	407	1913	Terry	114	294	17	44					
O					Throckmorton	163	214	2	8					
Ochiltree	150	349	4	31	Titus	57	218	28	164					
Oldham	82	219	2	6	Tom Green	64	269	110	658					



Vernon M. Arrell
Commissioner

Sylvia Hardman
Deputy Commissioner for
Legal Services

Charles E. Harrison, Jr.
Deputy Commissioner for
Financial Services

Leon L. Holland
Deputy Commissioner for
Administrative Services

George E. Schneider
Deputy Commissioner for
Automated Services

Dave Ward
Deputy Commissioner for Disability
Determination Services

Mary Wolfe
Deputy Commissioner for Field
Operations/External Affairs

TRC BOARD

Jerry Kane - CHAIR
Corpus Christi, 1988 - 1999

Ray A. Wilkerson - VICE-CHAIR
Austin, 1989 - 2001

A. Kent Waldrep, Jr. - SECRETARY
Plano, 1989 - 2001

Diane M. Novy, Ph.D.
Houston, 1992 - 1997

Matthew T. Doyle
Texas City, 1994 - 1999

Beverly Stribling
San Angelo, 1998 - 2003

Our thanks to numerous others
that provided story ideas and
gathered statistical information
used in the report.

CREDITS

Glenn Neal
Director of External Affairs

C. J. & Judy Adams
ADA Rally Photography

Susan Antoniewicz
Design/Layout

Ted Candler
Media Services Director

Abbie Cole
Xerox Coordinator

Kathie Elkins
Proofing/Editing

Prissy Pense - EDITOR
Writing/Editing/Photography

This report is published annually by the Texas Rehabilitation Commission as part of the Commission's Public Information Program. Inquiries may be addressed to:

Texas Rehabilitation Commission
4900 North Lamar Blvd.
Austin, Texas 78751-2399
Telephone: 512-424-4420

You may also view this annual report on the Internet: www.rehab.state.tx.us

The Texas Rehabilitation Commission is an equal opportunity employer and service provider. We do not discriminate on the basis of any factors that do not directly relate to employment or the provision of services.



