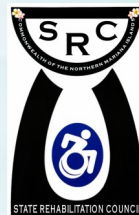
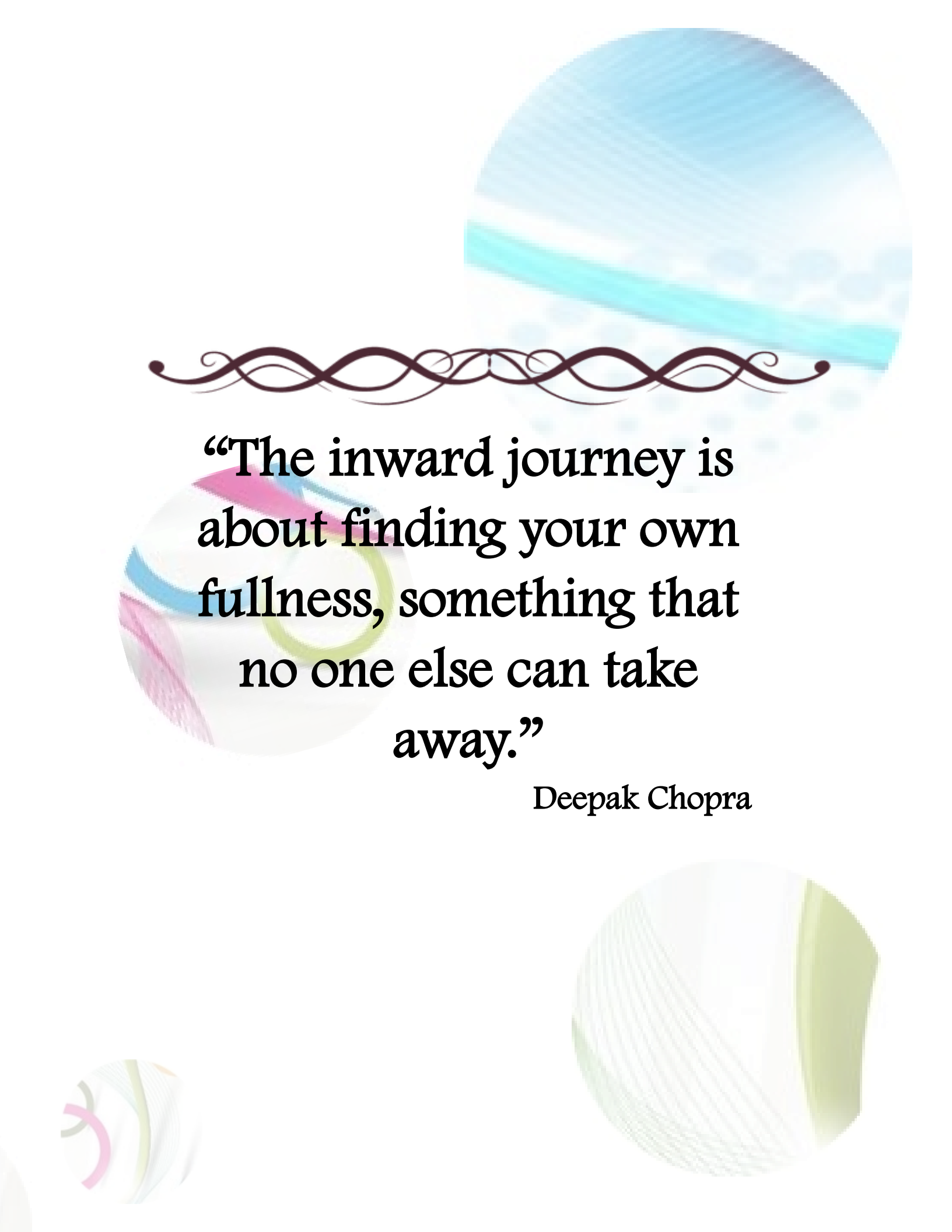


Commonwealth of the Northern Mariana Islands
STATE REHABILITATION COUNCIL
&
OFFICE OF VOCATIONAL REHABILITATION



2018
ANNUAL
REPORT





**“The inward journey is
about finding your own
fullness, something that
no one else can take
away.”**

Deepak Chopra

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“The best preparation for tomorrow is doing your best today.”

H. Jackson Brown, Jr.

This Annual Report is Dedicated to our Partner “Hyatt Regency Saipan”

Hyatt Regency Saipan and Office of Vocational Rehabilitation:

Another Successful Year

By: Josephine Mesta, Hyatt HR Director

Hyatt Regency Saipan does not only provide rooms for rent, or meals for sale, but to many it is a place called home, regardless of where one comes from. It is a place most will consider a home away from home or to our associates, their second home and family. Hyatt promotes caring for all people so they can be their best.

The Hyatt believes in career development for all people and works hard on having a diverse and inclusive work environment. We partner with public and non-profit organizations to be a training site for employment by matching people with specific jobs. The Office of Vocational Rehabilitation has been one of our partners for over 20 years. We have many who have gone through our hotel as a training ground, and have several successful placements over the last 20 years. Some have moved on to the mainland US, some have decided to stop on their own, but the exposure that are provided to people with disabilities at the Hyatt has been a rewarding experience for our management team and our associates. The key to the success stories that we have are based on believing and focusing on what people can do, rather than what they can't.

Our management team and OVR counselors work hand in hand to make a successful placement with the involvement of family members. Retention service is another component of employment that we value. Hyatt earlier this year piloted a project by creating a crew of three individuals to clean windows and corridors at the hotel.

We had a successful project as one of the crew was able to be assigned along with other employees and now has his own tasks. One of the participants resigned due to familial requests, and one is currently on hold pending extension of contract, but will eventually be placed with other employees with minimal coaching and supervision. We have several other employees who have been with us for over 10 years.

The Hyatt's mission is to be an innovator and to create an inclusive environment for all colleagues and customers alike by creating a completely supportive and meaningful experience for our guests and colleagues with varying abilities.

As the Director of Human Resources, I always start by getting a 100% commitment with the Department Heads or Managers when assigning someone who may need any accommodation. This is extremely important in order for us to have a successful placement. If management believes in the abilities of their selected candidates, the chances of having a successful placement, disabled or not, is greater than if they have any doubts in the people they hire.

We encourage other businesses on island to explore the possibilities and provide opportunities for the employment of qualified individuals with disabilities. You'll be amazed by their abilities and commitment. All they need is a chance for us to believe in them.

“With the right kind of coaching and determination you can
accomplish anything.”

Reese Witherspoon



Hyatt's Michael Pangelinan
embraces the role of Santa
Claus for 2018

Successful trainee turned
employee of the Hyatt,
Michael Pangelinan, is
seen here in action.





MESSAGE

From the Incoming SRC Chairperson



Hafu Adai and Tirow,

I am truly grateful for the opportunity to serve as the Chairperson for the CNMI's State Rehabilitation Council and continue the work of my predecessor, council members, and most especially the dedicated staff of the Office of Vocational Rehabilitation. This annual report is a testament of the hard work and dedication from all the stakeholders but most importantly sharing the successes of our customers (consumers) and our partners as highlighted in this report.

While we are proud to share these accomplishments, we recognize that there are still many challenges individuals with disabilities face each day. As the incoming Chairperson, I vow to continue the efforts of the outgoing Chairperson to remove those barriers so our consumers are afforded an opportunity to meet their individual goals.

In closing, I'd like to extend my appreciation to the council members for putting their trust in me and look forward to working closely with OVR customers (consumers) and stakeholders to forge greater partnerships to share in the next report.

Best Regards,

Frances A. Torres



“With the new day comes new strength
and new thoughts.”

Eleanor Roosevelt



MESSAGE

From the Outgoing SRC Chairperson

Hafa Adai and Tirow,

On behalf of the State Rehabilitation Council (SRC) of the Commonwealth of the Northern Mariana Islands, it is with great honor to present the 2018 Annual Report. I have enjoyed the privilege of being chairperson of the SRC these past two years.


During this past year, the SRC, OVR and CNMI Disability Network Partners demonstrated our strong partnership by working closely to plan, coordinate, and cost-share in various activities in celebration of Developmental Disabilities and Employment Awareness Month in March 2018, including the Proclamation Signing Ceremony, the “Advancing to Success” Conference, the Mental Health First Aid Training for Employers, etc.

Conference sessions were facilitated by local experts and benefited not only jobseekers with disabilities but employers as well. Topics included (1) Navigating DOL/WIA System; (2) Disability Basics; (3) Reasonable Accommodations; (4) Assistive Technology & The Workplace; (5) Dress for Success / Mock Interview; and (6) Resume Writing. First Lady Diann T. Torres was one of the keynote speakers who joined the conference committee in recognizing employers and employees with developmental and other disabilities during an awards ceremony. Each honored employer received a certificate of appreciation for doing a great service to the community, and that is promoting the employment of qualified individuals with disabilities. The purpose of the conference was to break down barriers that prevent the integration and full inclusion of people with developmental and other disabilities in all aspects of our community including our workplaces.

Other noteworthy accomplishments the SRC shares with OVR is the triennial Comprehensive Statewide Needs Assessment (CSNA) Project and the VR Portion of the Unified State Plan Amendments, which will guide our program for the next two years beginning July 1, 2018 and ending June 30, 2020.

I would like to thank my colleagues on the SRC, OVR staff, and most especially OVR Director Arlene Yamagata for all their hard work and assistance during my tenure as SRC chairperson. It has been a privilege and honor to work with you all. Thank you for the opportunity that you have given me to serve on the Council.

Respectfully,
Elizabeth S. Ada



“We are what we repeatedly do. Excellence then, is
not an act, but a habit.”

Aristotle

State Rehabilitation Council

FY 2018 Membership Composition and Representation

Elizabeth S. Ada, Chairperson
Former VR Recipient Rep.
Term Expired 4/22/18

Frances A. Torres, Vice Chairperson
Employment & Marketing Committee Chairperson
Business/Industry/Labor Rep.

Emeterio Fitial, Secretary
Advocate/Former Consumer Rep.

Angelray T. Guerrero, Fiscal Officer
VR Recipient Representative

Jane M. Tudela
Vocational Rehabilitation Counselor

Josephine Mesta
QA/QI Committee Chairperson
State Workforce Development Board Rep.

Anna Yamada
Transition and AT Committee Chairperson
State Educational Agency Rep.

Arlene Kay A. Yamagata, M.S., C.R.C.
Ex-Officio Member
Director of Designated State Unit Rep.

James Rayphand
Client Assistance Program Rep.

Wilma Villanueva
Disability Advocacy Group Rep.

Jill Arenovski
Business/Industry/Labor Rep.
Term Ended 9/26/18

Ian Morrell
Business/Industry/Labor Rep.
Term Ended 12/18/17

Monika H. Diaz
Advocate - Tinian Rep.

Junnie Masga
Parent Training & Info. Center Rep.

Victorino S. Cepeda
Business/Industry/Labor Rep.

Gernadine Camacho
Statewide Independent Living Council Rep.

Joe Ada
Business/Industry/Labor Rep.

Chad Merfalen
Disability Advocacy Group Rep.

Robert Mendiola
Advocate/Rota Rep.

Hilma P. Castro
Community Rehabilitation Program Rep.

Lucia S. Manglona
Advocate/Rota Representative
Term Expired 4/22/18

“Volunteers do not necessarily have the
time; they just have the heart.”

State Rehabilitation Council (SRC) Accomplishments – FY 2018

Policy Development and/or Revision:

- Supported Employment – Approved 9/25/18
- Approved on 7/3/18:
 - ◊ Pre-Employment Transition Services
 - ◊ Application, Assessment for Determination of Eligibility, Eligibility, and Extension
 - ◊ Management Information System
 - ◊ Equal Rights

Reports, Plans, Others:

- FY 2019 Resource Plan – Approved on 9/25/18
- SRC Mission and Logo – Approved on 4/19/18
 - ◊ **Mission Statement – “It is the mission of the State Rehabilitation Council to partner with the Office of Vocational Rehabilitation and the CNMI workforce to ensure people with disabilities are able to obtain and maintain meaningful and satisfying employment.”**
- Approved on 3/9/18:
 - ◊ Comprehensive Statewide Needs Assessment Report for FYs 2014-2017
 - ◊ VR Portion of the Unified State Plan Amendments for PYs 2018-2019
- FY 2017 SRC and OVR Annual Report – Approved on 12/21/17

Election of Officers:

- Elected the following SRC Officers for FY 2019 on 9/25/18:
 - ◊ Chairperson – Frances Torres
 - ◊ Vice Chairperson – Josephine Mesta
 - ◊ Secretary – Emeterio Fitial
 - ◊ Fiscal Officer – Anna Yamada

Provided Comments or Recommendations to the DSE-OVR Regarding:

- On 9/25/18:
 - ◊ Consumer Satisfaction Survey regarding confidentiality and quality of services
 - ◊ Distribution of the quarterly “Disability Watch” Newsletter to SHRM and the Chamber of Commerce
 - ◊ Employer comments or feedback regarding WET and/or OJT to be shared at the General Membership Meetings
 - ◊ Review of OVR’s budget on advertising to determine if additional marketing with the local media is necessary
 - ◊ OVR to share successful placements on a quarterly basis
- On 7/3/18:
 - ◊ Continue to work with the Disability Network Partners (DNP) and disseminate information to employers
 - ◊ Address transportation barriers
 - ◊ More training in in-demand jobs
 - ◊ Consider press release for WET and OJT programs to encourage employer participation

Attended the Following Meetings/Conferences:

- SRC General Membership Meetings on 9/25/18, 7/3/18, 4/19/18, 3/9/18 (Special Meeting), and 12/21/17
- SRC Executive Committee Meetings on 9/18/18 (joint meeting with SILC), 6/19/18, 3/29/18, 2/20/18, and 12/7/17
- SILC General Membership Meeting on 12/28/17
- iCanConnect Presentation on 9/20/18
- Veteran's Resource Fair:
 - ◊ Tinian – 4/6/18
 - ◊ Saipan – 4/5/18
 - ◊ Rota – 4/4/18
- Meeting with First Lady Diann Torres Foundation to discuss how we can improve services to individuals with disabilities as they transition from school to employment or higher education on 1/30/18.
- Postsecondary Support Project with Robert Stodden and Eric Folk of the University of Hawaii on 2/23/18, 2/8/18, and 1/23/18
- DOL Clinic for Employers on 2/22/18
- NCSRC/CSAVR/NCSAB in Greenville, SC on 11/9-20/17
- WIOA Forum in Rota on 11/28/17
- WIOA Forum in Tinian on 10/26/17
- Various SRC Committee Meetings throughout the year
- Various DNP Meetings throughout the year
- Various DDEAM planning committee meetings

Participated in job fairs and career days activities with OVR:

- NMC Job Fair on 5/4/18
- DOL Job Fair at the Multi-Purpose Center on 4/14/18

Miscellaneous:

- Developed agenda for all SRC General Membership Meetings
- On the Notice of Meeting Agenda, combined Consumer and Employer Forums under "Public Comment," with a brief description to clarify that OVR Consumers and Employers are welcome to submit oral and written comments
- Reviewed SRC membership and composition and worked with OVR to submit nominations to the Governor for appointment
- Supported the Developmental Disabilities and Employment Awareness Month activities in March 2018
- Supported the VOICES of the CNMI's meeting with the CNMI Legislature regarding employment barriers experienced by individuals with disabilities (Outcome of the meeting: Draft H.B. 20-160)
- Extended an invitation to the following programs/organizations to join the SRC Transition and Assistive Technology Committee: Assistive Technology Program, PSS Co-Op Education and Training Program, and the Center for Living Independently
- Extended an invitation to the Center for Living Independently to join the SRC Employment and Marketing Committee

MESSAGE FROM THE OVR DIRECTOR



December, 2018

Dear Reader,

On behalf of the management and staff of the Office of Vocational Rehabilitation, I wish to take this opportunity to give thanks where thanks is due, highlight some noteworthy accomplishments, and reflect on the past year with hope for the new fiscal year.

Let's begin, as always, with my staff. Without their hard work, dedication, support, and partnership, doing my job would be difficult day in and day out. And for that, I am, from the bottom of my heart, eternally grateful to each and every one of them. It gives me pleasure to introduce my staff to you: Lourdes Atalig, Elvira Seman, Ellena Sutton, Josephine Tudela, Magdalene Reyes, McQueen Hiroichi, Rose Ann Ichiuo, Jane Tudela, Shana Iguel, Matilde Selepeo, Barbara Cabrera, and our Graduate Student Intern Jiana Camacho. Two of my staff – John Allen Cabrera and Joseph Roberto – resigned from OVR earlier in the year to tend to personal matters, and we wish them well in all their future endeavors.


Secondly, OVR is fortunate to have a highly functioning and effective State Rehabilitation Council. The SRC advises us on how to improve our programs to better serve individuals with disabilities. We began FY 2018 with the dynamic leadership of our former SRC Chairperson Elizabeth Ada, affectionately known to many as “Lillian.” Her leadership brought members together during executive committee and general membership meetings to deliberate on matters of significant importance. Some of the SRC and OVR's notable accomplishments together in FY 2018 included: (1) The Comprehensive Statewide Needs Assessment; (2) Policy development and/or revision (e.g., Pre-Employment Transition Services and Supported Employment); (3) Modifications to the VR Portion of the Unified State Plan; (4) Development of the Council's Resource Plan; (5) Participation in SRC and OVR-related public forums; (6) Creation of the new SRC mission statement and logo; (7) Revised MOU between OVR and PSS-SPED; etc. More achievements will be highlighted in other sections of this report. Our WIOA Title I program partner, through the new chairmanship of Frances Torres, confidently leads the Council into FY 2019. OVR is committed to working collaboratively with “Fran” and the full Council to achieve the goals of the Workforce Innovation and Opportunity Act of 2014, which emphasizes competitive integrated employment, interagency partnerships, enhanced training leading towards skills gains and credentials, and joint collaboration in serving employers, among other things.

My thanks and appreciation also go out to the Disability Network Partners for their unwavering commitment of working together to better serve the needs of all individuals with developmental and other disabilities residing in the CNMI. In FY 2018, the DNP partnered up, in one way or another, on the following activities: Transition/Pre-ETS/CIRCLES-related activities; Needs assessment; Outreach activities (e.g., Job fairs; Veterans Resource Fairs; etc.); Developmental Disabilities and Employment Awareness Month (e.g., Proclamation signing ceremony; “Advancing to Success” Conference; Mental Health First Aid Training to Employers; etc.); and the ongoing publication of the DNP’s quarterly newsletter, “Disability Watch.”

I will be remiss if I did not also recognize here the continued support of Governor Ralph DLG. Torres and Lt. Governor Victor B. Hocog for supporting the activities of the OVR, SRC, and DNP as we move forward toward greater inclusion of all individuals with disabilities in our communities and in our workplaces.

This past FY 2018 we continued to focus on the WIOA mandates of competitive integrated employment. With the SRC, we looked at policy, service delivery, customer satisfaction, unified planning, common performance measures, and other factors for improving services to individuals with disabilities including our youth.

We enter FY 2019 with a renewed commitment to continue carrying out our WIOA-mandated duties and responsibilities with the utmost care and diligence. We will achieve our vision through active participation in employer engagement opportunities, career pathways, program evaluation, breaking down barriers (transportation, attitudinal, etc.), and preparing individuals with disabilities to acquire the skills that are in demand by employers. We at OVR cannot go at all of this alone, so we will continue to collaborate with our partners to help us achieve our goals and priorities.



“The best and most beautiful things in the world
cannot be seen or even touched –
they must be felt with the heart.”

Helen Keller

Arlene Kay A. Yamagata, M.S., CRC

Commonwealth of the Northern Mariana Islands
Office of the Governor
Office of Vocational Rehabilitation

OVR Staff Listing

OFFICE OF THE DIRECTOR

Arlene Kay A. Yamagata, M.S., C.R.C.
Director

Lourdes C. Atalig
Fiscal Officer

Joseph B. Roberto
Employment Specialist

Ellena S. Sutton
ILOB Case Worker Assistant



ADMINISTRATION SECTION

Josephine K. Tudela
Manager – Admin. & Operations

Magdalene P. Reyes
Data Analyst

McQueen U. Hiroichi
Administrative Clerk

Elvira O. Seman
Administrative Assistant



COUNSELING SECTION

Rose Ann B. Ichiuo
Vocational Rehabilitation Counselor

Jane M. Tudela
Vocational Rehabilitation Counselor

Shana A. Iguel
Vocational Rehabilitation Counselor

Barbara P. Cabrera
Vocational Rehabilitation Counselor Aide

John Allen A. Cabrera
Vocational Rehabilitation Counselor Aide

Matilde S. Selepeo
Vocational Rehabilitation Counselor Aide



THE OFFICE OF VOCATIONAL REHABILITATION

The Office of Vocational Rehabilitation (OVR) is a State and Federal partnership agency, placed within the Office of the Governor, that provides services to individuals with disabilities in the CNMI. The OVR was established in 1975 and serves the three (3) major islands of the Commonwealth: Saipan, Tinian, and Rota.

Mission Statement

OVR's mission is to Increase employment and promote independence among eligible individuals with disabilities throughout the Commonwealth of the Northern Mariana Islands (CNMI).

Vision

The vision of OVR is that individuals with disabilities are employed in competitive and integrated work settings, are empowered to make qualified decisions and informed choices, and are economically self-sufficient.

Values

OVR Values:

- People with disabilities who wish to be employed, their families and other support system that are willing to help them realize their dream of meaningful employment and increased independence.
- The provision of appropriate vocational rehabilitation services.
- The prompt and efficient delivery of vocational rehabilitation services.
- The belief that disability is a natural part of the human experiences.
- The belief in the consumer's right to full participation in the development of his/her vocational rehabilitation program.



CNMI Office of Vocational Rehabilitation VR Portion of the Unified State Plan 2017-2020

Program Goals

The CNMI Office of Vocational Rehabilitation (OVR) and the State Rehabilitation Council (SRC) reviewed and jointly approved the following goals and priorities. The 2018 goals and priorities of the OVR were developed in collaboration with the SRC and incorporated the findings of the FY 2014-2017 Comprehensive Statewide Needs Assessment (CSNA). The VR portion of the Unified State Plan - beginning July 1, 2018 and ending June 30, 2020 - may be found on OVR's website at www.ovrgov.net.

Basic Support Services Goal

Goal 1

Improve the delivery of competitive integrated employment services to VR clients.

Goal 2

Facilitate the seamless transition of students/youth with disabilities to employment or continued education through coordination and collaboration with WIOA core and other programs.

Goal 3

Strengthen partnerships with employers to identify and provide opportunities for competitive integrated employment to VR clients including transition students with disabilities.

Goal 4

Continue to collaborate with the Workforce Investment Agency (WIA) to prepare mutual clients for competitive integrated employment.

Supported Employment Goal

Goal 5

Improve VR service delivery to effectively meet the needs of clients with most significant disabilities.

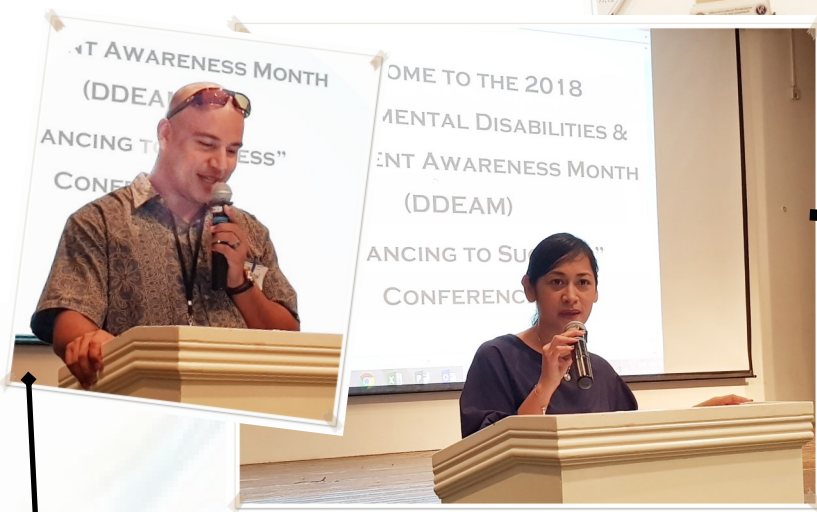
FY 2018 OVR Highlights & Activities



OVR and WIOA Title I staff pose in front of a gutted building in Capitol Hill that will be the location of the CNMI's first American Job Center, or One-Stop. Project is on-going.



OVR staff pose in front of their exhibit at the Developmental Disabilities and Employment Awareness Month "Advancing to Success" Conference at the Fiesta Resort in Saipan.



First Lady Diann T. Torres is one of two keynote speakers at the Saipan DDEAM Conference.

Brandon Nicholas of the Public School System Co-Op Education and Training Program gives the keynote address at the Saipan DDEAM Conference.

The AT Project's various devices and equipment including the UbiDuo communication device is on display at the Saipan DDEAM Conference.





First Lady Diann T. Torres obliges for a photo with several former students.

Disability Network Partners including OVR and the Council on Developmental Disabilities engage in meaningful conversation with employers about reasonable job accommodations.



Dave Attao, Director of the WIOA Title I Program, presents on "Navigating the DOL/WIOA System."



Honorable Governor Ralph DLG. Torres and Honorable Lt. Governor Victor B. Hocog declared March 2018 as Developmental Disabilities and Employment Awareness Month with the theme, "Advancing to Success."

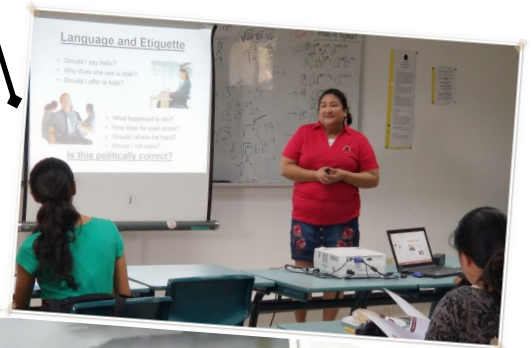


Rota employers and employees were recognized for their contributions in promoting disability employment and engaging in competitive integrated employment, respectively.



Honorable Joey Patrick San Nicolas, Mayor of Tinian, accepts a certificate from members of the CNMI Disability Network Partners for promoting the employment of qualified individuals with disabilities.

Jennifer Castro of the University Centers of Excellence in Developmental Disabilities presents on "Disability Basics."



Cathy Kirscher of the Helen Keller National Center of San Diego, CA (seated center) visited the CNMI in September 2018 and meet with representatives of the Disability Network Partners to discuss updates to our local iCanConnect Program. The National Deaf-Blind Equipment Distribution Program, also known as iCanConnect, "provides equipment needed to make telecommunications, advanced communications, and the Internet accessible to low-income individuals who have both significant vision loss and significant hearing loss." (Source: <https://www.fcc.gov/general/national-deaf-blind-equipment-distribution-program>)



OVR staffers Maggie, Shana, and Vai pose for a holiday shot.



The Center for Living Independently in the CNMI celebrated their Open House with some members of the Center in attendance as well as the Honorable Saipan Mayor David Apatang (back left), CLI Executive Director and SILC Member Susan Satur (back center), and VR Counselor Jane Tudela (middle center).



VR Counselor Shana Iguel provides Pre-ETS information to a handful of students at Kagman High School in Saipan.



OVR joins the CNMI government and community in the fight against cancer at the annual Marianas March Against Cancer.



OVR staff welcomed Graduate Student Intern Jiana Camacho (third from right) to OVR. Jiana is working towards a master's degree in rehabilitation counseling, and is a former VR Counselor with CNMI OVR.

VR participant BreAnna Humphries, receives an award at the annual gala of the Northern Marianas Trades Institute.



JUNE 22, 2018 - NMTI GALA - BREANNA HUMPHRIES



The State Rehabilitation Council holds their general membership meeting.

National Council on Independent Living (NCIL) Annual Conference in Washington, D.C.



Members of the Disability Network Partners oblige for a photo after the conclusion of their monthly meeting. The following agencies or programs were represented: Assistive Technology Project, Commonwealth Respite Services Program, Statewide Independent Living Council, Northern Marianas Protection & Advocacy Systems, Inc., Office of Vocational Rehabilitation, Center for Living Independently, University Centers for Excellence in Developmental Disabilities, Division of Youth Services, and Division of Public Health.

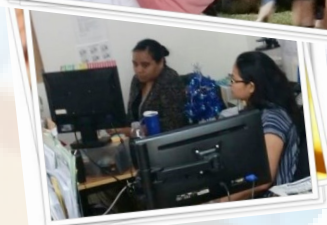
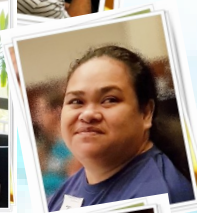
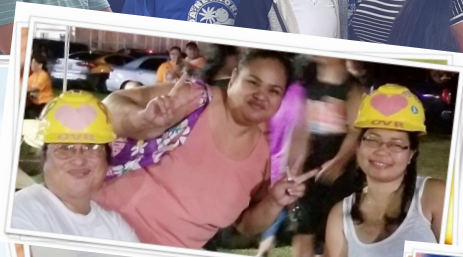




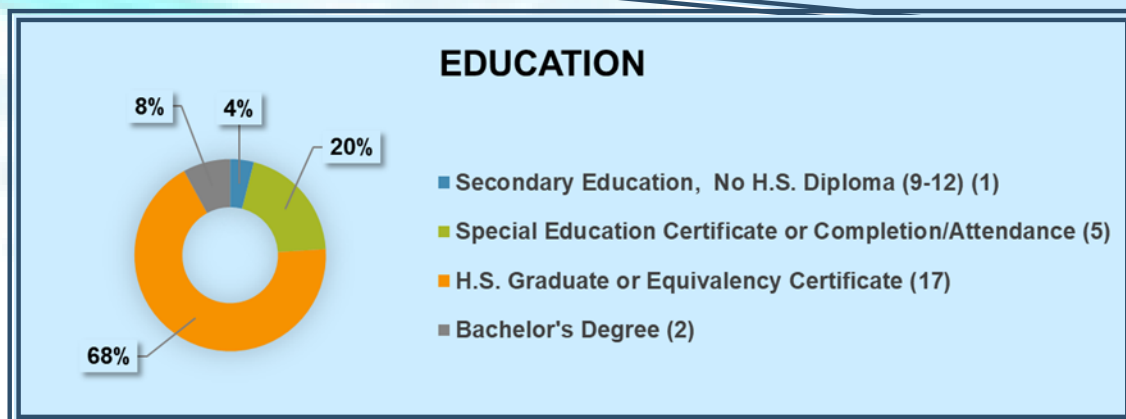
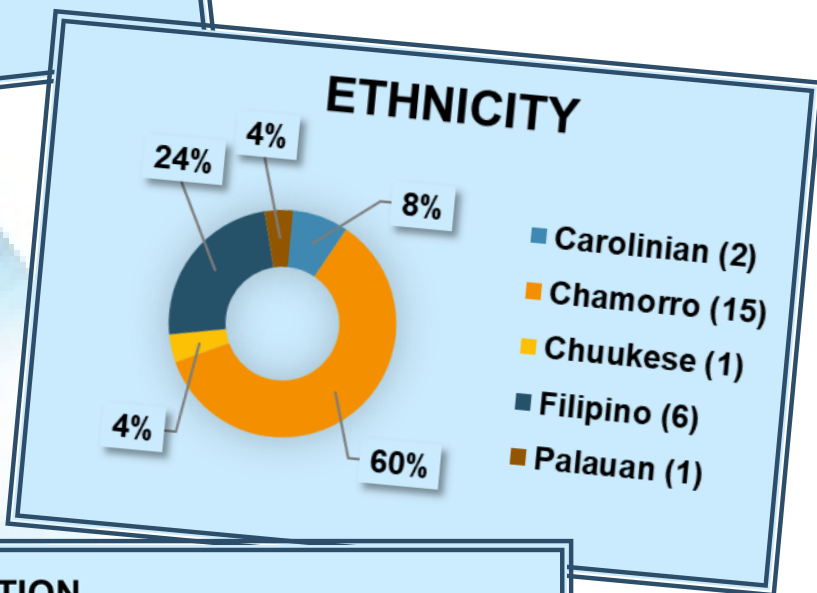
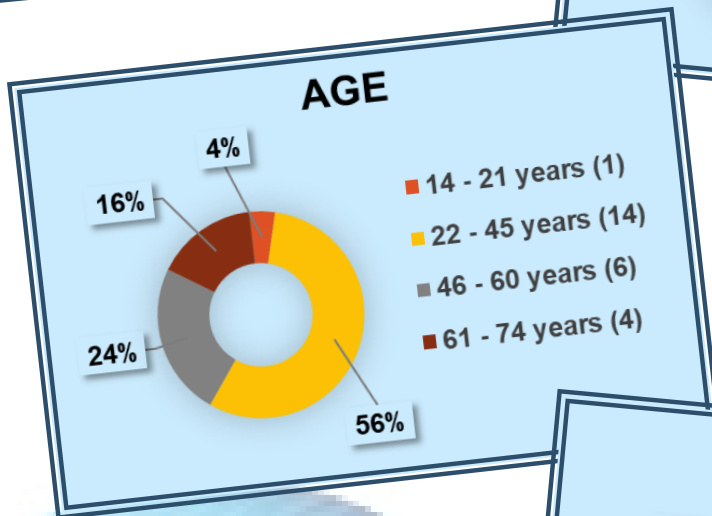
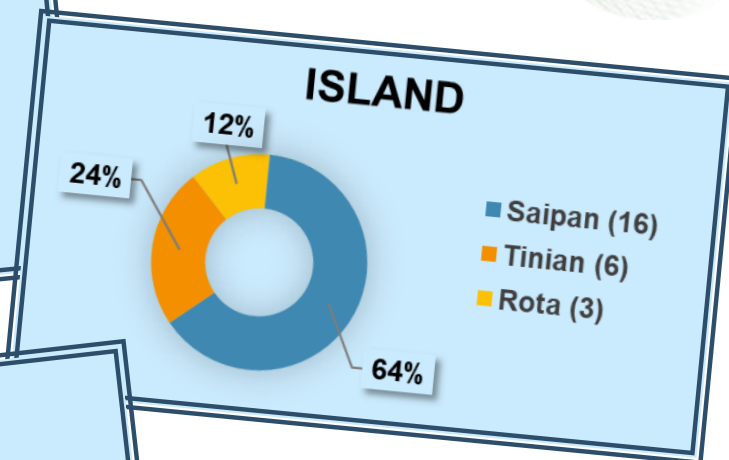
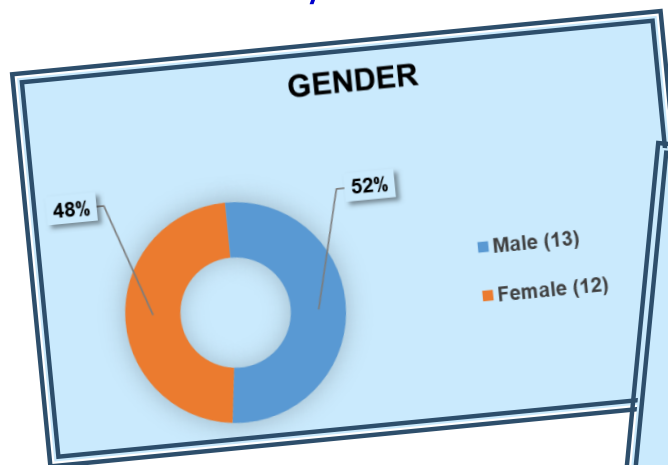
The CNMI WIOA Core Programs (DOL/WIA, Adult Education, and OVR), Guam Department of Labor, and Geo Solutions oblige for a photo after meeting about Guam DOL's Reemployment System Integration Dislocated Worker Grant Award, of which CNMI is a part of. The purpose of the grant is "to provide funding to improve the capacity of the workforce system to efficiently link dislocated workers, including those who might first approach the workforce system as unemployment insurance (UI) claimants and the long-term unemployed, to the broad spectrum of employment and training assistance available to them and to support their productive reemployment. Funds can be used by States to integrate their UI, employment services, and WIOA workforce information technology systems to provide a seamless experience for dislocated workers and to assist dislocated workers in accessing services" (Source: <https://www.doleta.gov/DWGs/Unique-NEG-DWG-Projects/RSI-DWGs/>)



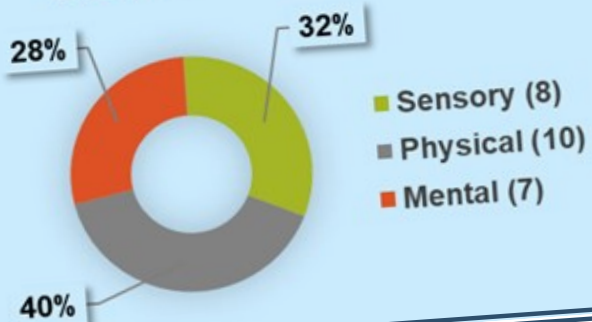
OVR staff enjoy a holiday lunch at the Tony Roma's.



BS/SE Successful Rehabilitation Profile



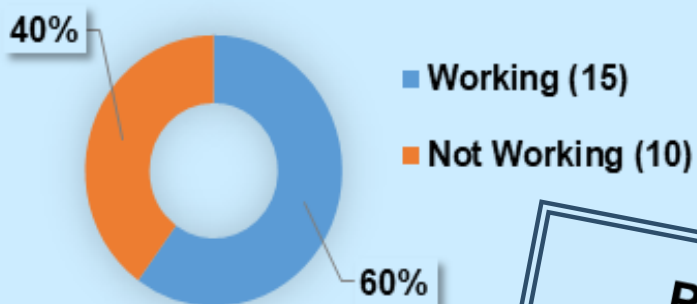
DISABILITY CATEGORY



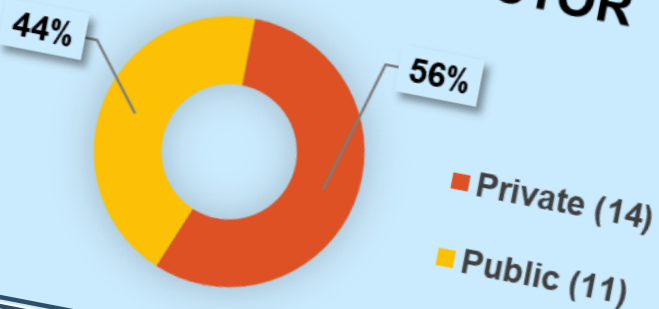
TYPES OF DISABILITY



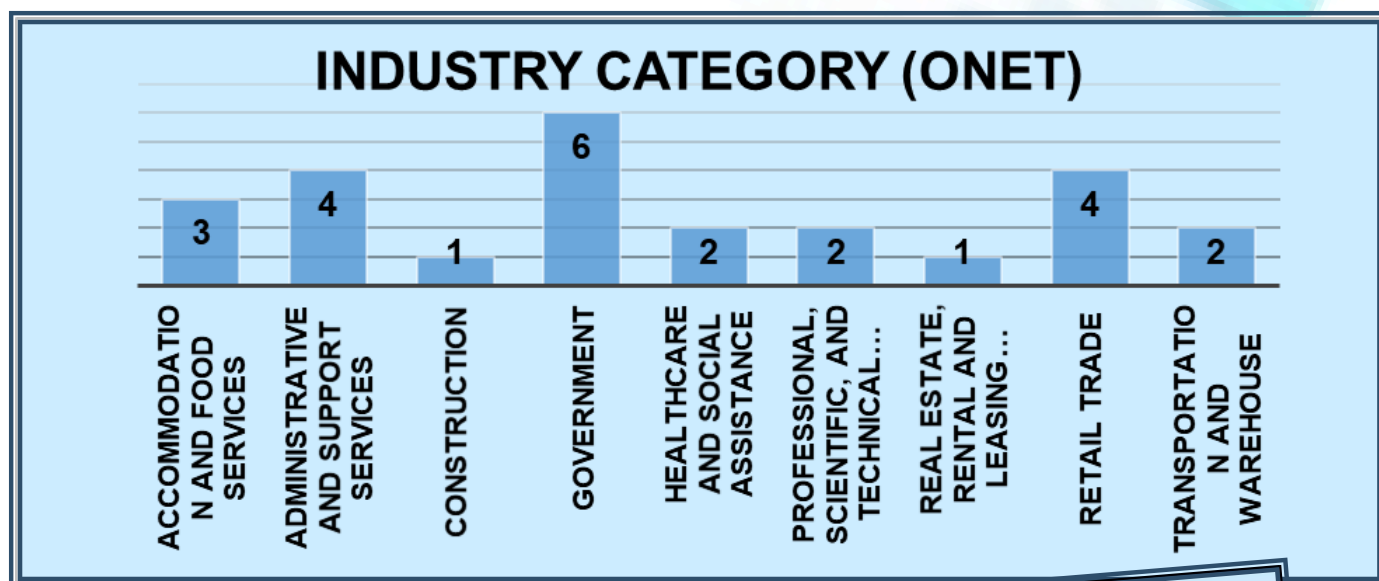
AT APPLICATION



PLACEMENT SECTOR



AVERAGE EARNINGS		
Average Annual Earnings of Consumer Before and After Rehabilitation	Before	After
	\$13,952.64	\$18,183.73
Average Hourly Wage of Consumer Before and After Rehabilitation	Before	After
	\$6.83	\$9.18



CASELOAD FOR EMPLOYMENT PROGRAM FOR FY 2018	
EMPLOYMENT PROGRAMS	TOTAL
Basic Support Services	185
Supported Employment Services	77
GRAND TOTAL:	262
CASELOAD FOR INDEPENDENT LIVING PROGRAM FOR FY 2018	
INDEPENDENT LIVING PROGRAM	TOTAL
Independent Living Services for Older Individuals Who are Blind/Visually Impaired	29
GRAND TOTAL:	29

FEDERAL & STATE FISCAL YEAR 2018
SOURCE OF FUNDS
TOTAL: \$1,155,963.00

Title I – Basic Support Program (*Requires State match of 21.3%)

Carry-over FY 2017: **\$123,463.00** FY 2018: **\$853,608.00**

Title VI-B – Supported Employment (*Requires 10% State match for cost incurred-YMSD)

Carry-Over FY 2017: **\$17,218.00** FY 2018: **\$28,185.00**

Adult with MSD	\$8,609	\$14,093.00
Youth with MSD	\$8,609	\$14,092.00

Title VII-A – Independent Living/Older Blind

Carry-Over FY 2017: **\$22,073.00** FY 2018: **\$40,000.00**

CNMI State Funds: **\$71,416.00**

CASE SERVICES EXPENDITURES

Basic Support/Supported Employment

Services	Expenses
Assessment	\$6,828.00
Diagnosis and Treatment of Impairments	\$18,887.00
Junior & Community College Training	\$16,824.00
Occupational & Vocational Training	\$5,809.00
Job Readiness Training	\$3,466.00
On-the-Job Training	\$13,322.00
Interpreter	\$1,057.00
Transportation	\$10,137.00
Maintenance	\$706.00
Rehabilitation Technology	\$96,952.00
Personal Attendant	\$21,535.00
Miscellaneous Training	\$2,087.00
Others	\$5,755.00
TOTAL BS/SE CASE SERVICE EXPENDITURES	\$203,365.00

Pre-Employment Transition Services

Required Activities	Expenses
Job Exploration Counseling	\$734.00
Work-based Learning Experience	\$106.00
Workplace Readiness Training	\$39,036.00
Counseling on Opportunities for Enrollment in Comprehensive Transition or Postsecondary Educational Programs	\$334.00
Total Required Activities	\$40,210.00
Other Activities	
Authorized Activities	\$885.00
Coordination Activities	\$1,087.00
Total Other Activities	\$1,972.00
Grand Total All Activities	\$42,182.00

ILOB Program Expenditures

Services	Expenses
Direct Program Services	\$23,167.00
Administrative & Support Staff	\$9,232.00
Total ILOB Expenditures	\$32,399.00



“Good, better, best. Never let it rest. ‘Til your
good is better and your better is best.”

St. Jerome

OVR CONSUMER PROFILES

Stevielyn Muna

Village/Island: Susupe, Saipan

VRC: Jane Tudela

Program: Basic Support

Partnership: Vocational Rehabilitation and Consumer

Employer Name: Joeten Enterprises Inc., ACE Hardware

Job Title: Store Clerk

Closure Date: July 16, 2018



Nisiana Winior

Village/Island: Garapan, Saipan

VRC: Jane Tudela

Program: Basic Support

Partnership: Vocational Rehabilitation and Consumer

Employer Name: G4S

Job Title: Security Guard

Closure Date: March 9, 2018



Isidro Romolor

Village/Island: Chalan Kanoa, Saipan

VRC: Jane Tudela

Program: Basic Support

Partnership: Vocational Rehabilitation and Consumer

Employer Name: The Shack

Job Title: Cook

Closure Date: September 24, 2018



Aileen Mendoza

Village/Island: As Terlaje, Saipan

VRC: Jane Tudela

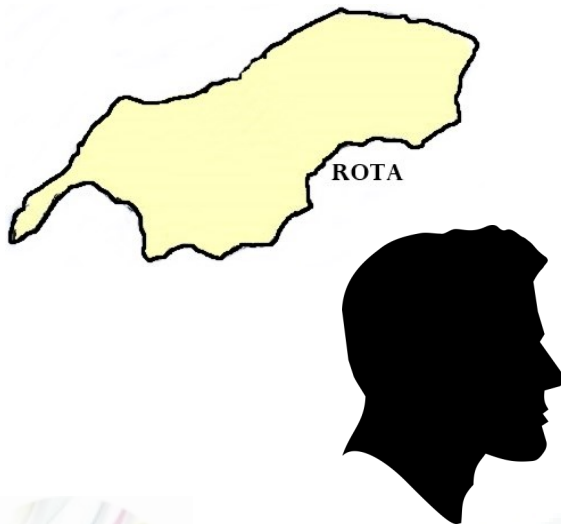
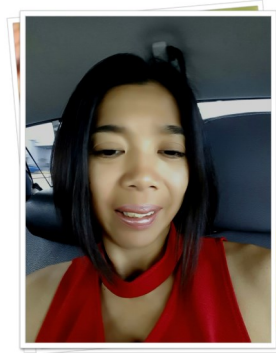
Program: Basic Support

Partnership: Vocational Rehabilitation and Consumer

Employer Name: Loving Hands Daycare

Job Title: Stocker

Closure Date: August 1, 2018



Michael Manglona Jr.

Village/Island: Songsong, Rota

VRC: Jane Tudela

Program: Basic Support

Partnership: Vocational Rehabilitation and Consumer

Employer Name: Dept. of Corrections

Job Title: Corrections Officer

Closure Date: May 21, 2018

Jan Kristopher Barcinas

Village/Island: San Jose, Tinian

VRC: Rose Ann Ichiuo

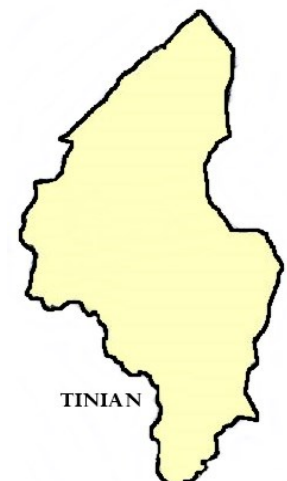
Program: Basic Support

Partnership: Vocational Rehabilitation and Consumer

Employer Name: PSS-Tinian Elem. School

Job Title: Bus Conductor

Closure Date: October 31, 2017



WORDS FROM OUR APPLICANTS

“

Counselor is very helpful. She answered my questions.

”

“

More Community Outreach.

”

“

Improve services.

”

“

We are grateful for the services and efforts provided to us. We would like to volunteer our free time to any outreach and community events offered by OVR.

”

“

Great! Very easy to communicate and understand. Really was a great experience.

”

“

Need COTA (Commonwealth Office of Transit Authority) transportation.

”

“

Why 60 days to DOE (Determination of Eligibility)?

”

“

They are very helpful. I don't think there is anything to improve. Thank you, OVR!

”

“

Very good because I have this agency to help with my kind of disability.

”


“

Services are so great, no need to improve.

”

WORDS FROM OUR CONSUMERS

(Consumer Satisfaction Survey ~ Phase II, Status 26 Successful Closures)



"Include the consumer in making choices for the services they are requesting."



"Continue to provide help in need.
Thank you very much!!!"

"Thank you for all your assistance and information."



"Keep it up and good job."

"Nothing!!! Satisfied with everything."

"I am satisfied with the services I received from OVR. Thank you."

"VR Counselor was very helpful even when case was transferred to her. I was able to communicate with her for any assistance."

Words from our ILOB Applicants



“Advertise the program on radio and do frequent outreach throughout the CNMI community.”

“Applicant shared appreciation for services offered through OVR.”



“Put out flyers informing the public of OVR - ILOB Program.”

OVR Applauds Employers for Hiring Consumers in FY 2018



Recognizing Employers Who Supported OVR's Work Experience and On-the Job Training Programs



SILC MISSION

The mission of the Council is to serve individuals with significant disabilities in the CNMI and, to promote independence, productivity, integration and inclusion of such individuals into society. The Council supports the independent living philosophy of consumer control, peer support, self-help, self-determination, equal access, and advocacy.



Photo was taken after the SILC concluded their first general membership meeting for FY 2018 held at the Pacific Islands Club (PIC) on December 28, 2017. Shown in picture, from left to right, are SILC members Emeterio Fitial-Vice Chairperson, Arlene Yamagata, M.S., CRC-*Ex-Officio* member representing the DSE/OVR, Consolacion Atalig-Fiscal Officer, Estella Cabaobas-Sergeant-at-Arms, Gernadine Camacho-Chairperson, and Antonelli Rosario representing Rota-Secretary.



“Disability Watch” Newsletter

The CNMI Office of Vocational Rehabilitation, together with the Council on Developmental Disabilities, the Northern Marianas Protection and Advocacy Systems, Inc., and the University Centers for Excellence in Developmental Disabilities, is proud to have continued its support for the quarterly publication of the “Disability Watch” Newsletter in FY 2018.

The newsletter, now in its fourth year, provides a wealth of information about disabilities and the issues surrounding the needs of our CNMI residents with disabilities. An organization or agency that wishes to share information about or related to disabilities may inquire with a representative of any of the 4 agencies for the opportunity to have their article sponsored and published in an upcoming issue:

OVR – Magdalene Reyes at 322-6537/8
DD Council – Elizabeth Ada at 664-7003/5
NMPASI – Cleo Nening at 235-7273
UCEDD – Jennifer Castro at 234-5498 ext. 6808/6802

The goal of our newsletter is to help keep our island communities connected and informed. If you would like to pick up the latest copy of Disability Watch, you may do so at any one of the agencies listed above. You may also find the newsletter online at www.ovrgov.net or at www.nmpasi.org.

Printing was made possible by agency collaboration through an equal cost-sharing arrangement.

The following articles offers valuable information and resources:

Volume 3 Issue 3: The Far-Reaching Effects of Domestic Violence...On Our Brains, Our Bodies, Our Children and Our Lives; CNMI UCEDD Hold Disability Training for First Responders on Tinian; Transition Conference: Student Reflection; What is Bullying?; and OVR Transition Services

Volume 3 Issue 4: Suicide Prevention; Diabetes Awareness Month; CNMI’s Disability Network Partners Complete American Sign Language Course; OVR and SRC Begin Comprehensive Statewide Needs Assessment Project; iCanConnect Program; Reporting and Writing About Disabilities; and What is Autism?

Volume 4 Issue 1: CNMI First Lady Calls for Disability Network Collaboration to Establish One-Stop Disability Center; Developmental Disabilities and Employment Awareness Month; A Proclamation; March 22 is National Rehabilitation Counselor Appreciation Day; Snapshot of OVR’s Successful Closure Profile for FY 2017; New Employment Specialist Hired at OVR; Volunteer Respite Service Training; Consumable Garden at CLI; Invitation to Employers and Jobseekers; and NAP FY 2018 Income Eligibility Standards and Benefit Level Adjustments

Volume 4 Issue 2: “Advancing to Success” in Developmental Disabilities and Employment Awareness Month; Center for Living Independently – Exciting Things; OVR Counselors Honored During DDEAM; DDEAM Conference 2018 Photos; Employment Discrimination on the Basis of Disability; CNMI Disability Sports Festival; and Agency Updates

Volume 4 Issue 3: 2018 Self Advocacy Being Empowered (SABE); Commonwealth Office of Transit Authority: Driving You Forward; Center for Living Independently: Things Happening; CNMI Disability Sports Festival; OVR: Services to Employers; DPH NCDB Directory; OVR in the Digital Age; The Benefits of Physical Activity; and Agency Updates

A copy of the newsletter will be provided in an alternative format upon request.

The OVR Logo

The OVR logo, designed with simplicity in mind, has a meaning that runs deep.

The **outer circle** represents Networking, Collaboration, and Cooperation, ingredients necessary for any program's success. The "O" also stands for *Office*. We realize that OVR management and staff alone cannot possibly achieve its mission of increasing employment and promoting independence among eligible individuals with disabilities throughout the Commonwealth of the Northern Mariana Islands. To ensure that the goals and objectives continue to be met and that there is a high level of consumer satisfaction, OVR must rely on the collaboration and cooperation of the State Rehabilitation Council, consumers and their families, employers and businesses, disability-related agencies and organizations, and the entire community. As the saying goes: *There is strength in numbers* and, the more people, businesses, agencies and organizations join in the effort of improving the quality of life for all our island residents, we will indisputably witness even better and greater things to come.

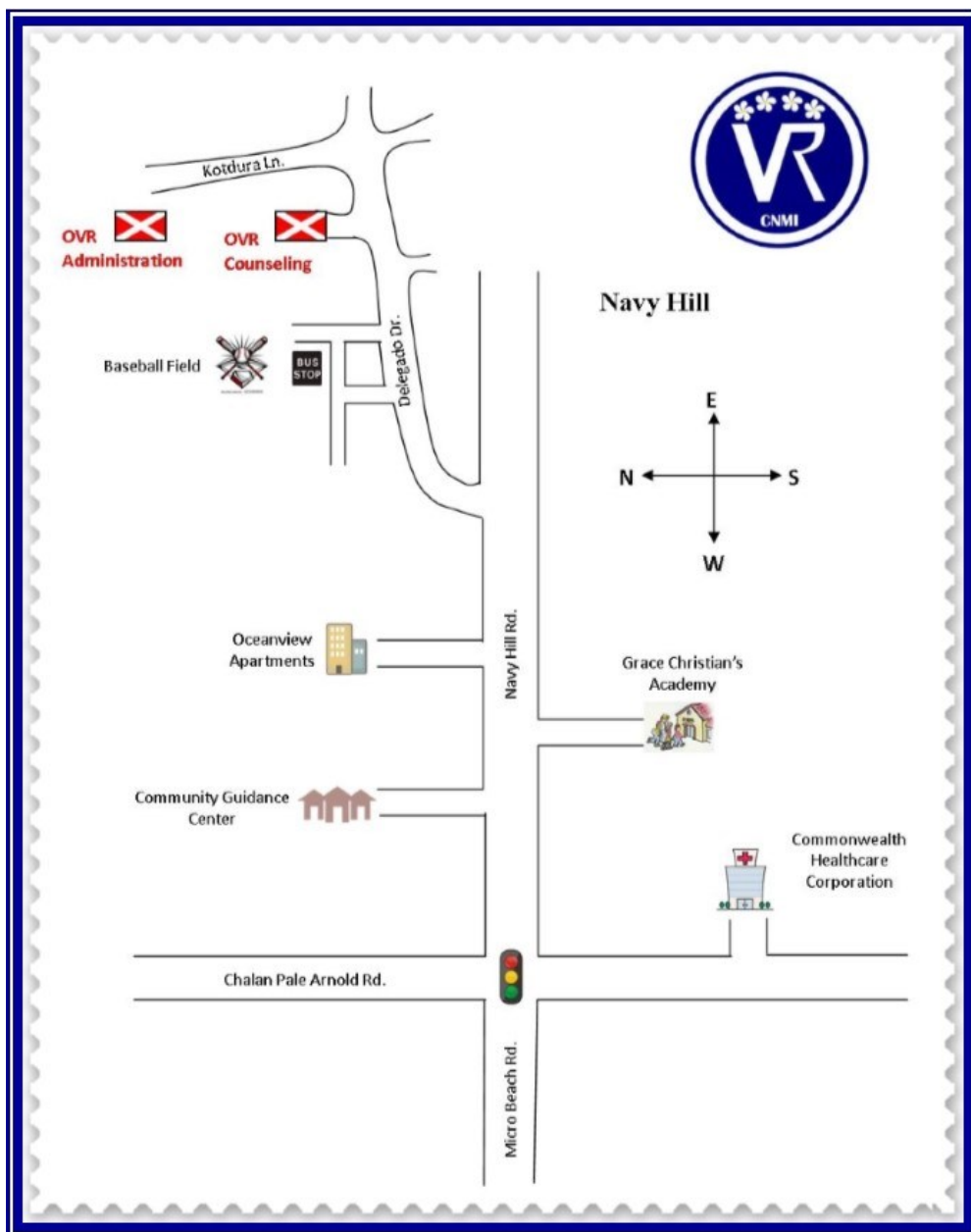
The "V" stands for *Vocational* and, the "R" stands for *Rehabilitation*. If you look closely, the "R" somewhat resembles a *latte* stone. *Latte* stones, which are the stone pillars of ancient dwelling places in the Marianas, are strong and resilient and could withstand even the strongest of super typhoons over time. You could say that our consumers exhibit these similar characteristics or qualities. OVR consumers are always working hard to reach their vocational/employment goals and, despite the bumpy roads and obstacles they may encounter along the way, to give up is just not an option. Another truth about the *latte* stone is that they are highly regarded in the CNMI and, like the *latte* stone, OVR applicants and consumers are treated with dignity and respect. Also, the *latte* stone represents one of the two groups indigenous to the CNMI, the *Chamorros*.

The inner circle has a **deep blue color** that represents the vast Pacific Ocean where the islands of the Northern Marianas are situated.

The **plumerias**, placed right above the "VR" in an arched position, are representative of the four (4) islands that comprise the Commonwealth of the Northern Mariana Islands: *Saipan, Tinian, Rota*, and the *Northern Islands*. The plumerias are also representative of the "successes" of our consumers. Just like the tiny buds that blossom into beautiful flowers, our consumers also blossom, with the assistance of OVR and its partners, to become empowered and having realized the depth of their self-worth. Furthermore, the plumeria was selected for the OVR logo as it is the national flower of the CNMI and is also representative of the *Carolinians*, the other group native to the CNMI. The *Carolinians* are known for many things, including their skill in making leis and *mwarmwars*. The plumeria is a popular choice for many lei and *mwarmwar* makers.

The acronym CNMI stands for Commonwealth of the Northern Mariana Islands.





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This report will be made available in alternative formats upon request.