

New Hampshire Vocational Rehabilitation



Comprehensive Statewide Needs Assessment

September 2016



**New Hampshire
Vocational Rehabilitation**
New Hampshire Department of Education
800-299-1647 / www.education.nh.gov/career/vocational

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Comprehensive Statewide Needs Assessment – New Hampshire Vocational Rehabilitation Submitted Fiscal Year 2016

Introduction

People with disabilities can work and take advantage of the opportunities available to the citizens of New Hampshire, yet they face barriers that are unique to their situation. These barriers prevent them from achieving their goals, including achieving competitive integrated employment. Vocational Rehabilitation helps individuals with disabilities to achieve their employment goals through the provision of services to address those barriers. In fiscal year 2015, New Hampshire Vocational Rehabilitation (NHVR) assisted 1,042 individuals with disabilities gain employment.

NHVR is housed within the NH Department of Education's Division of Career Technology and Adult Learning. Qualified vocational rehabilitation counselors employed by the agency work together with individuals with disabilities to develop an individualized plan of services leading to an employment outcome that is consistent with the individual's abilities, interests, and informed choice. The services provided by NHVR can include but are not limited to the following: counseling and guidance, assessment, vocational training, post-secondary education, mental or physical restoration, assistive technology devices and services, and job placement. The agency also provides services to individuals with the most significant disabilities who require on-the-job and other supports to maintain employment through the supplemental Supported Employment Services program. Through informed choice and partnership with the NHVR program, individuals with disabilities are able to maximize their potential and reach their goals of employment within their local communities.

New Hampshire Vocational Rehabilitation in collaboration with the State Rehabilitation Council is required to conduct a comprehensive statewide needs assessment describing the rehabilitation needs of individuals residing in the state (34 CFR 361.29). The needs assessment must be conducted every three years and include information on the rehabilitation needs of individuals with disabilities in the state. The comprehensive needs assessment goal was to identify the rehabilitation needs of individuals with disabilities residing within the state, particularly the vocational rehabilitation services needs of:

- a) Individuals with the most significant disabilities, including their need for supported employment services;
- b) Individuals with disabilities who are minorities and individuals with disabilities who have been unserved or underserved by the vocational rehabilitation program carried out under this part;
- c) Individuals with disabilities served through other components of the statewide workforce development system as identified by those individuals and personnel assisting those individuals through the components of the system; and

d) Youth with disabilities, and students with disabilities, including:

(1) Their need for pre-employment transition services or other transition services; and

(2) An assessment of the needs of individuals with disabilities for transition services and pre-employment transition services, and the extent to which such services provided under this part are coordinated with transition services provided under the Individuals with Disabilities Education Act (20 U.S.C. 1400 et seq.) in order to meet the needs of individuals with disabilities.

e) And to assess the need to establish, develop, or improve community rehabilitation programs within the state.

In fiscal year 2016, NHVR completed an assessment of the rehabilitation needs of individuals in the state. This assessment was designed to respond to the federal regulatory requirement and to provide information to the agency for the improving and expanding of services as well as for the development of the state plan for vocational rehabilitation. For this study the agency focused assessment efforts around three broad areas of investigation:

a) Assess the impact and the nature and scope of services currently provided by NHVR;

b) Identify rehabilitation needs of persons with disability in NH and specifically the rehabilitation needs of the specific target groups identified above; and

c) Identify areas for expansion or improvement of services.

To address these issues the agency reviewed data from a variety of sources including information available from the United States Census Bureau, the Rehabilitation Services Administration and the Social Security Administration. Additional information was collected through a customer survey, and forums held throughout the state.

Within this report the reader will find:

- Review of population statistics and economic data
- Review of NHVR service data
- Review of survey data to assess customer satisfaction
- Review of the information received at forums held at strategic locations throughout the state

Methodology: Various methodologies were used to gather the information obtained for this report including survey, forums and review of existing data and reports.



Located in the northern United States, New Hampshire is comprised of 10 counties.

With 9,351 square miles, New Hampshire is ranked the 46th biggest state (total area size).

New Hampshire's 1.3 million residents put the state at 42nd for total population. However, NH ranks 21st in population density with approximately 147 people per square mile of land area.

Source: <http://www.ipl.org/>

New Hampshire's Population

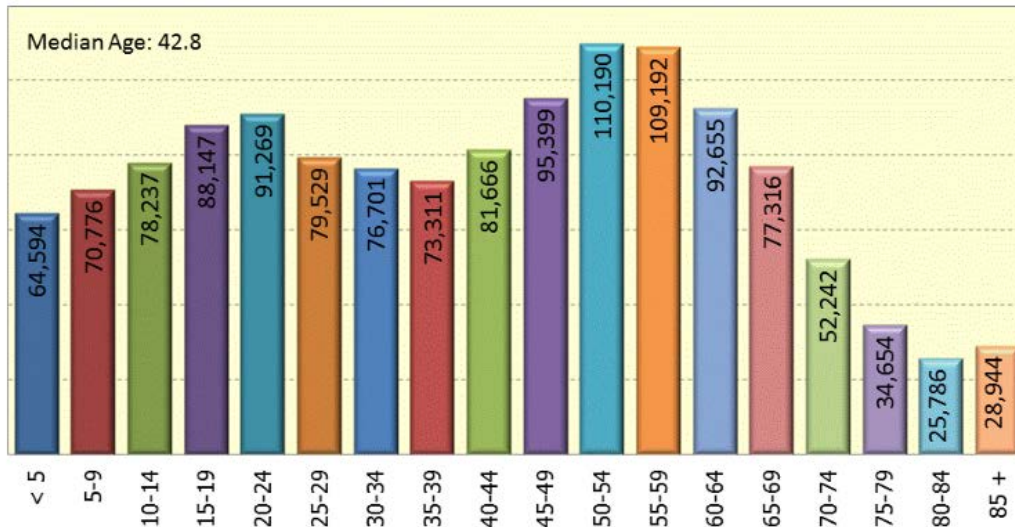
Table 1. General Population Statistics

People QuickFacts	New Hampshire	USA
Population, 2015 estimate	1,330,608	321,418,820
Population, 2010 (April 2010 census)	1,316,470	308,745,538
Persons under 5 years, percent, 2015	4.9%	6.2%
Persons under 18 years, percent, 2015	19.8%	22.9%
Persons 65 years and over, percent, 2015	16.5%	14.9%
Female persons, percent, 2015	50.6%	50.8%
White alone, percent, 2015	93.9%	77.1%
Black or African American alone, percent, 2015	1.5%	13.3%
American Indian and Alaska Native alone, percent, 2015	0.3%	1.2%
Asian alone, percent, 2015	2.6%	5.6%
Native Hawaiian and Other Pacific Islander alone, percent, 2015	Z	0.2%
Two or More Races, percent, 2015	1.6%	2.6%
Hispanic or Latino, percent, 2015	3.4%	17.6%
White alone, not Hispanic or Latino, percent, 2015	91%	61.6%

Source: U.S. Census Bureau

Population by Age in New Hampshire, 2015

Total Population Estimate: 1,330,608



Source: US Census Bureau, Annual Estimates of the Resident Population for Selected Age Groups by Sex, June-16
Prepared by: Economic & Labor Market Information Bureau, NHES

Population Trends and Issues

In May of 2012 the Carsey Institute published a report that analyzed the current population trends in New Hampshire. Among the key findings of the report it was noted that:

- NH's population growth is slowing. NH's population increased by 80,700 (6.5%) between 2000 and 2010. Most of this growth occurred during the earlier years of the decade.
- The population change is uneven with some areas growing rapidly while others are in decline
- There is projected to be a rapid increase in NH's older population
- While diversity within the state is growing, it is modest and concentrated in a few areas of the state; there is a growing population of minority children
- Pockets of high poverty exist despite the lowest state poverty rates in the nation

New Hampshire's Aging Population: The state's median age in 2010 was 41.1. At the time only three states had a higher median age in 2010. While this would suggest that NH's population is among the oldest in the country, the report took a further look at the data and found that the high median age is due to a large concentration of baby boomers, rather than a particularly older population. While this currently is an advantage for NH in that there is a large pool of experienced workers in NH, over the next 20 years with aging in place and anticipated senior migration, the population aged 65 to 74 may double. This trend continues as seen in the 2015 population estimates which put the state's median age at 42.8.

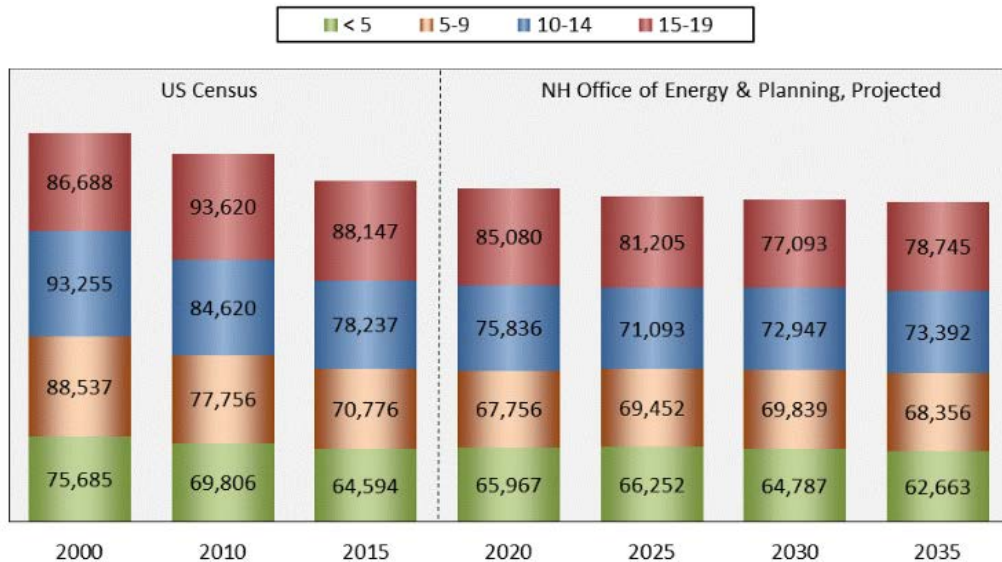
In addition this age shift is not occurring evenly across the state. Northern and central NH have a larger proportion of residents 65 and older than do other parts of the state. This appears to be a function of aging in place among the residents in these areas along with loss of young adults due to migration.

In its report, *“New Hampshire’s Demographic Challenges And the Role of State Government”* (Feb 2016) the NH Center for Policy Studies states, “New Hampshire’s future will be shaped in part by its demographic trajectory, in particular the aging of the post war baby boom. As baby boomers retire, the state’s prime age working population, age 20 to 64, will begin a steady decline, dropping 50,000 persons from 2010 to 2030, straining already tight labor supplies and restraining economic growth and vitality. Importantly, the effects will be felt unevenly across the state. Projections for Coos County, for example, suggest that the prime working age population will decline by more than 25% by 2030.

For state government, the effects will be significant: sharp changes in the demands for public services and increasing fiscal pressure as multiple sources of revenue feel the effects of the state’s demographic transformation. The impact on business tax revenues alone in 2030 could exceed \$20 million.’

Population trends for Transition Aged: The US Census Bureau reports that, ‘The Nation’s young (newborns to age 19) are projected to account for a slightly smaller proportion of the population — 27 percent in 2025 compared to 29 percent in 1995. Most states will follow this trend. Estimated and projected population figures for NH note a similar trend for New Hampshire.

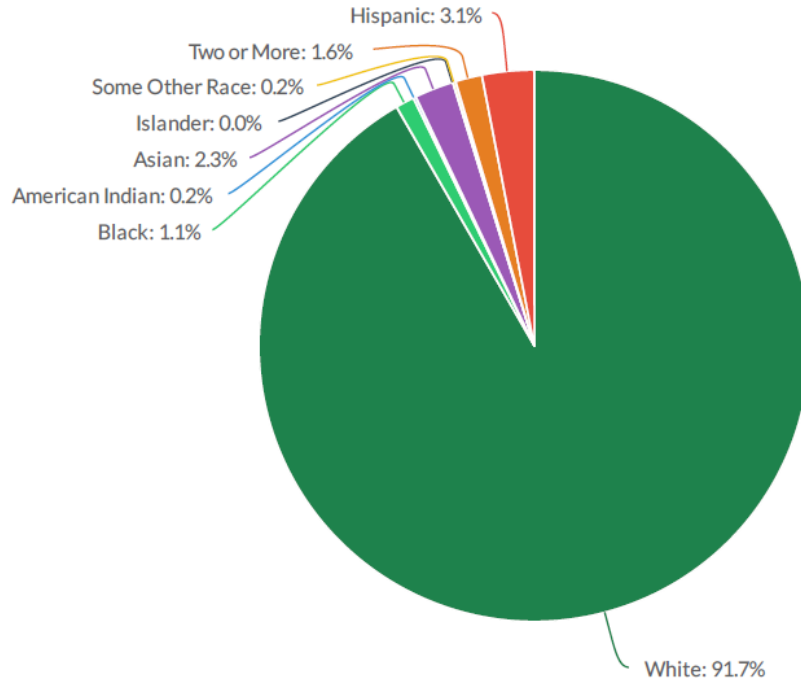
NH Population Under Age 20, Estimated and Projected



Source: US Census Bureau, June-16; NH Office of Energy & Planning, Population Projections, Nov-13
 Prepared by: Economic & Labor Market Information Bureau, NHES

Diversity: 2014 Population estimates

Race & Origin (Hispanic)



	#	%
Non-Hispanic	1,280,768	96.9%
White	1,210,946	91.7%
Black	14,488	1.1%
American Indian	2,139	0.2%
Asian	30,371	2.3%
Islander	280	0.0%
Other	2,004	0.2%
Two or More	20,540	1.6%
Hispanic	40,301	3.1%
Total Population	1,321,069	-

The complete Census race descriptions are as follows: White alone; Black or African American alone; American Indian and Alaska Native alone; Asian alone; Native Hawaiian and Other Pacific Islander alone; Some Other Race alone; and Two or More Races. Hispanics may be of any race. For more information, visit the American Community Survey Data & Documentation page: http://www.census.gov/acs/www/data_documentation/documentation_main/.

Source: American Community Survey 2014

New Hampshire’s population in 2010 was 92.3 percent non-Hispanic white. This makes NH one of the least diverse states in the United States with minorities representing only 7.7 percent of the state’s population. Hispanics, comprise the largest group at 37,000 (2.3 %). Asians followed at 28,200 (2.1%) and blacks at 13,600 (1%). All other groups make up the remaining 2%.

While minorities represent a small proportion of the population, diversity in the state is growing, particularly in the child population. This was seen in the 2010 data that revealed 12.2 percent of the NH child population belonged to a minority compared to 6.3 percent of the adult population.

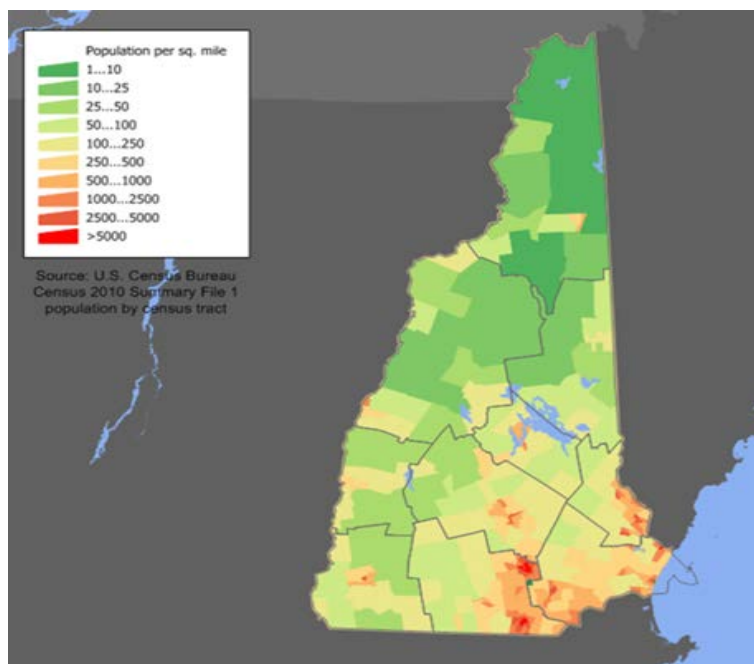
The minority population is concentrated in just a few areas of the state particularly in the Concord-Manchester-Nashua urban corridor, as well as the Hanover-Lebanon region and a few areas of the Seacoast.

2000 census information on breakdown by county

Census Data: Race and Hispanic or Latino

Location	Population	Race %							Hispanic & Latino %		Location
		White	Black or African-American	American Indian and Alaska Native	Asian	Native Hawaiian	Some other race	Two or more races	Hispanic or Latino, any race	White, not Hispanic or Latino	
United States	281,421,906	75.1	12.3	0.9	3.6	0.1	5.5	2.4	12.5	69.1	United States
New Hampshire	1,235,786	96.0	0.7	0.2	1.3	0.0	0.6	1.1	1.7	95.1	New Hampshire
Belknap Co.	56,325	97.6	0.3	0.3	0.6	0.0	0.2	1.1	0.7	97.1	Belknap Co.
Carroll Co.	43,666	98.2	0.2	0.3	0.4	0.0	0.2	0.8	0.5	97.9	Carroll Co.
Cheshire Co.	73,825	97.8	0.4	0.3	0.5	0.0	0.2	0.9	0.7	97.3	Cheshire Co.
Coos Co.	33,111	98.1	0.1	0.3	0.4	0.0	0.2	1.0	0.6	97.7	Coos Co.
Grafton Co.	81,743	95.8	0.5	0.3	1.7	0.0	0.4	1.3	1.1	95.1	Grafton Co.
Hillsborough Co.	380,841	93.9	1.3	0.2	2.0	0.0	1.3	1.2	3.2	92.3	Hillsborough Co.
Merrimack Co.	136,225	97.1	0.5	0.2	0.9	0.0	0.2	1.0	1.0	96.4	Merrimack Co.
Rockingham Co.	277,359	96.8	0.6	0.2	1.1	0.0	0.4	0.9	1.2	96.1	Rockingham Co.
Strafford Co.	112,233	96.3	0.6	0.2	1.4	0.0	0.3	1.1	1.0	95.7	Strafford Co.
Sullivan Co.	40,458	98.0	0.2	0.3	0.4	0.0	0.1	0.9	0.5	97.6	Sullivan Co.

Source: Census-charts.com



POVERTY**5.7%**

for all families whose income in the past 12 months is below the poverty level

UNEMPLOYMENT**4.4%**

for the population 16 years & over in the labor force

HOUSING UNITS**617,286**

houses, apartments, mobile homes, group of rooms or single rooms that serve as separate living quarters

HOUSEHOLDS**519,580**

all the people who occupy a housing unit

Source: United States Census Bureau. The US Census Bureau's 2015 Population Estimates dataset has the most current population estimate data. The US Census Bureau's 2014 American Community Survey dataset has the most current demographic data (i.e. race).

Education, Income and Poverty:

NH is recognized for its high rates of educational achievement and income, as well as its low poverty rates. The percentage of NH adult college graduates (32.4 percent) is the seventh highest in the country. These high educational levels contribute to NH's high median family income of \$75,000 – the eighth highest in the country. This combination of high education and income levels contributes to the state having the lowest overall poverty and child poverty rates in the country.

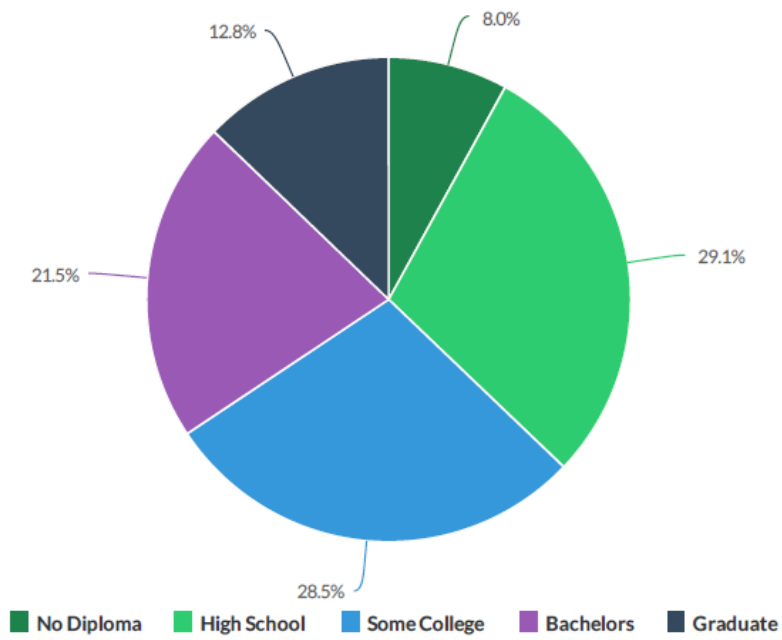
Within NH there are geographical differences - Educational levels are highest on the Seacoast and in the Concord-Manchester-Nashua corridor, as well as in the Hanover-Lebanon area while the proportion of adult college graduates is lowest in the North Country and in parts of western NH.

There is a corresponding correlation between income and educational levels. Median family income is highest on the Seacoast, in the Concord-Manchester-Nashua corridors, along the Massachusetts border and in scattered pockets around Hanover, Lebanon and Lake Winnepesaukee. Poverty levels are higher in the North Country and along the Maine border.

Of note, despite the overall higher educational achievement and incomes noted in the area there are pockets of high child poverty within the Concord-Manchester-Nashua corridor. In several areas within the corridor poverty levels are noted to be twice that of the state as a whole.

Source: New Hampshire Demographic Trends in the Twenty-First Century May 1, 2012

EDUCATIONAL ATTAINMENT



	#	%
No diploma	73,490	8.0%
High school graduate & equivalency	267,359	29.1%
Associate degree & some college, no degree	262,392	28.5%
Bachelor's degree	197,937	21.5%
Graduate or Professional degree	117,855	12.8%
Population 25 Years and Over	919,033	-

Source: American Community Survey 2014

INCOME

Median Household Income

Census 2000 in 1999 dollars	\$49,467
American Community Survey (ACS) 2014 in 2014 inflation adjusted dollars	\$65,986

Source: Decennial Census 2000, American Community Survey 2014

Household Income Distribution

The 2016 Federal Poverty Guideline for a family of 4 in New Hampshire is \$24,300.

Income in thousands.	#	%
Less than \$10	22,247	4.3%
\$10 to \$14.9	20,954	4.0%
\$15 to \$24.9	43,320	8.3%
\$25 to \$34.9	45,154	8.7%
\$35 to \$49.9	64,306	12.4%
\$50 to \$74.9	95,561	18.4%
\$75 to \$99.9	74,613	14.4%
\$100 to \$149.9	88,631	17.1%
\$150 to \$199.9	35,272	6.8%
\$200K+	29,522	5.7%
Total Households	519,580	-

Source: American Community Survey 2014, Federal Register

New Hampshire's Economic Picture/Occupational Trends

Occupational Trends

In June of 2010, the Road to Recovery: New Hampshire's Economy 2010 was published by NH Employment Security's Economic and Labor Market Information Bureau. New Hampshire, like all other states and the nation as a whole, has been affected by the current recession. Key economic indicators identified within the report include:

- NH's average weekly hours of production workers in manufacturing trended downward after December 2008, the beginning point of the recession. Since January 2009, the number of hours has generally been building up, which may foretell new hiring.
- Initial claims for unemployment compensation in NH spiked between December 2008 and January 2009. As of March 2010 NH's initial claims had stabilized and were beginning to realize a slight decrease while national claims were indicating a more obvious decline.

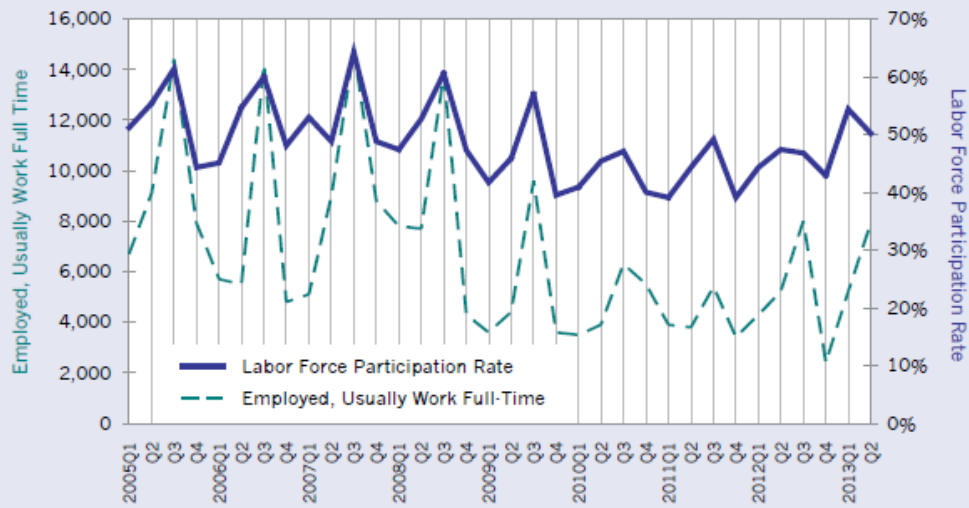
- NH's per capita income of \$42,831 in 2009 ranked eighth in the nation. That was a decline of \$592 from 2008, the first time that NH experienced a decline in annual per capita personal income since the data series began in 1969
- Three major occupational groups are projected to substantially increase their share of employment from 2008 to 2018: Healthcare practitioners and technical occupations, Healthcare support occupations and Personal care and service occupations.
- When evaluating either high skill/high demand/high wage occupations or high replacement occupations, these four O*Net-defined skills were most frequently required: Reading comprehension, Active listening, Critical thinking, and Monitoring. The most important knowledge element was Customer and personal service.
- It is critical that the skill and knowledge elements required by in-demand occupations are considered when assessing individuals for services, in order to determine the need for additional training in these skill and/or knowledge areas. All educational programs should contain elements that enhance these skills and knowledge elements, no matter the area of education.

The 2013 report published by NH Economic and Labor Market Bureau, *'Measuring NH's Economic Health: A Workforce Perspective'* shows three years later the state is still recovering from the recession. The report notes that the current slow rate of employment growth in the state continues to impact those who commonly require assistance to find employment opportunities including youth, people with disabilities and the long-term unemployed.

Of particular interest was the employment of youth

- Diminished employment opportunities for youth. New Hampshire youth ages 16 to 19 experienced major shifts in employment patterns over the past four years. First, the number of youth who usually work full time has dropped. Second, the third quarter spike in the number of youth working full time (which essentially doubles the number working full time during other parts of the year) virtually disappeared in 2010 and 2011. The third quarter employment spike reappeared in 2012, but rose only to slightly over half of pre-recession levels.

Chart 4: Youth Age 16-19, Both Sexes



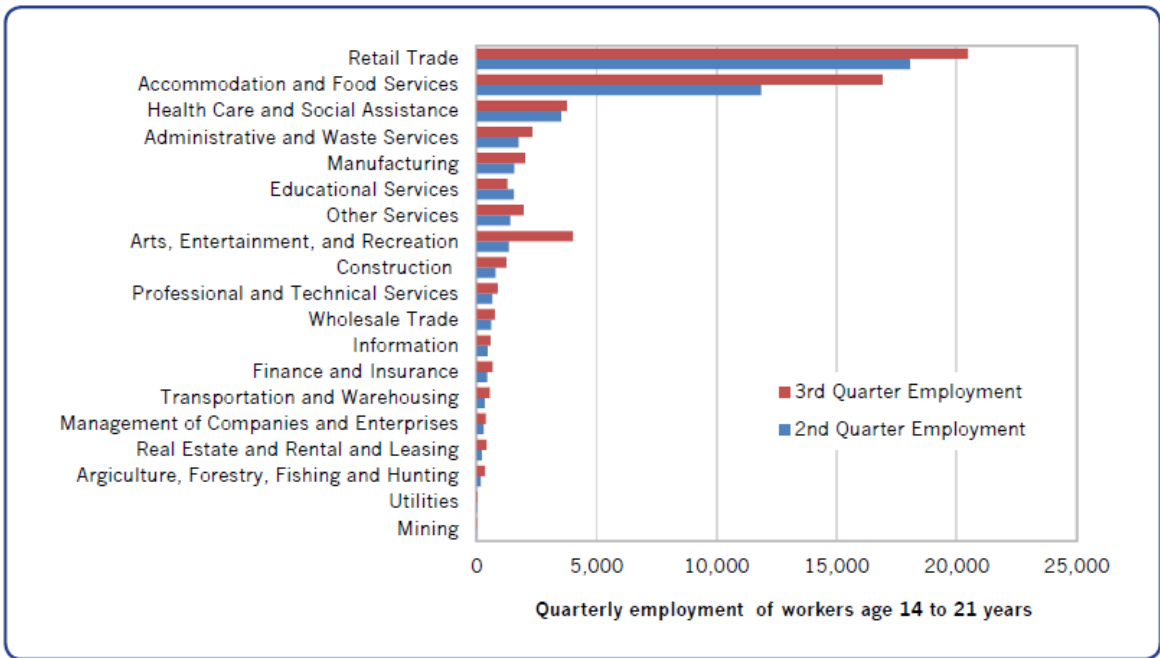
Source: U.S. Census Bureau, unpublished data from the Current Population Survey

Summer Youth Employment was highlighted in the May 2015 edition of NH Economic Conditions published by the NH Bureau of Economic and Labor Market Information.

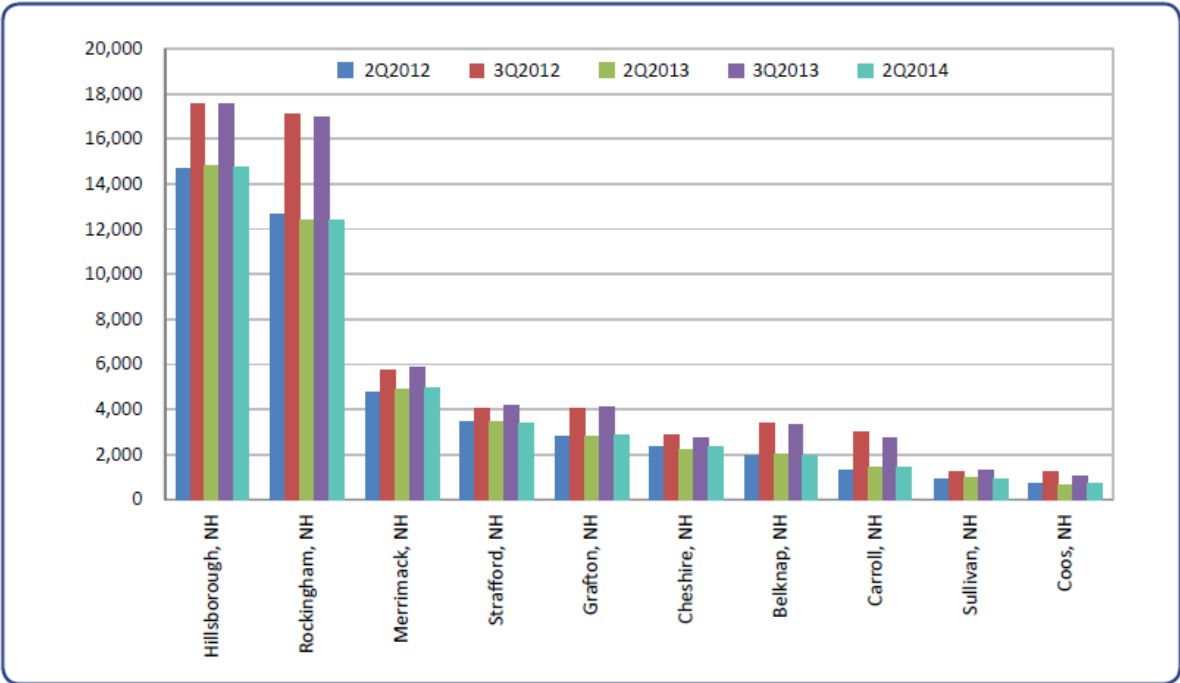
“Many young persons, age 14 to 21, join the workforce during school summer vacation. A rough measure of youth summer employment is the increase in their number employed between the second quarter and the third quarter each year. Over time, the increase in employment for summer months has not experienced substantial change from year to year.”

Additional data re: Youth Employment

Youth Employment in New Hampshire by Industry



Youth Employment in New Hampshire by County



In February 2015, the NH Economic and Labor Market Information Bureau published "2014 In Review: Recovery - An Analysis of New Hampshire's Post-Recession Economy" which explored the economic indicators and unemployment statistics noting that we may not be 'there yet' stating that, "New Hampshire's economy has on many accounts regained what was lost during the Great Recession, but the problem of long-term unemployment seems to be a lingering scar from the damage created by the Great Recession." They concluded the report noting while the data shows that 'New Hampshire's economy has recovered the jobs lost during the Great Recession but the state's current reality is that there is still some slack in the labor market. Slow projected job growth is not likely to absorb this slack in the near future. But an aging population will continue to drive the need for replacement workers."

In June 2016: 2015 in Review: A Perspective of New Hampshire's Future Labor Market identified trends in the following areas:

"The Granite State Poll for February 2016 revealed that "Jobs/Economy" is no longer the top concern for most Granite Staters. The state's drug crisis was most commonly cited as the most important problem facing the state (40 percent of respondents). The 14% share of respondents that continued to view Jobs/Economy as the most important problem facing the State of New Hampshire in February 2016 has not been this low since September 2007. In the eye of most Granite Staters, New Hampshire's economy has recovered from the downturn following the Great Recession.

Over the last several years, employers could pick and choose between many jobseekers while the need to hire additional workers was limited. Companies now are more eager to expand their workforce, yet fewer unemployed persons are available. For persons already employed, changing jobs typically occurs when pay is higher, more hours of work are offered, a better fitting work schedule is available or other benefits offered are better than in their current position.

The following core labor market indicators show the current strength of the state's economy.

- *Unemployment Rate:* New Hampshire's unemployment rate, seasonally adjusted, increased slightly to 2.7 in May 2016, after two months at 2.6 percent. The unemployment rate is down from 3.5 percent in May 2015.

The unemployment rate in New Hampshire has not been this low since January 2001. However, the number of persons working part-time for economic reason, also known as involuntary part-time, is still elevated in comparison to the pre-recession level (2008 and earlier). This indicates there is still some slack in the labor market.

- *Labor Force:* New Hampshire's labor force peaked at 746,876 in March 2009, just as the state's labor market was weakening. The labor force declined to 734,921 in April 2011, then it started to grow again. In May 2016, New Hampshire's labor force reached a new high of 748,895 residents.

There are three factors determining the size of the labor force. One is the size of the population, another is age distribution and the last is labor force participation. The annual population growth rates in New Hampshire from 2010 to 2015 were about one-fourth the growth rates experienced from 2000 to 2010. Median age of the New Hampshire population has increased from 41.1 years in 2010 to 42.8 in 2015. The last factor is the labor force participation rate. In May 2016, the participation rate was 68.8% seasonally adjusted, compared to the labor force participation rate of 73% in 2000.

- *Labor force participation rate by age: In 2015, the labor force participation rate of persons age 16 and over was 68.4%. The labor force participation rate for persons age 16-19 dropped from close to 70% in 2000 to about 50% in 2015. On the other end of the age spectrum, the participation of persons age 65-74 has increased from around 25% in 2007 to about 33% in 2015. The labor force participation rates among other age groups have stayed relatively flat. Still, the impact of a high median age in New Hampshire creates a downward pressure on the overall labor force participation rate. The number of older workers continues to grow larger as a share of the overall population.*
- *Persons working part time who would like full-time work: The number of persons working part-time for economic reasons has declined since peaking at 39,000 in 2009. On average, from March 2015 to February 2016, this number was close to 27,000. In years prior to 2009, the number of persons working part time for economic reasons was even lower. From March 2007 to February 2008, the average number of persons working part-time but wanting full-time work was about 17,000. The largest segment of part time workers that would like full-time work is the age cohort 20-24. One in four of all underutilized part-time workers are in this age group.*
- *Job growth: Nonfarm employment for May 2016, seasonally adjusted, was reported at 661,100. The state recovered to its pre-recession peak in October 2013, and nonfarm jobs in New Hampshire are currently 19,300 above that level. Since the depth of the recession in January 2010, the state has gained 39,100 jobs.*

Indexing jobs to the January 2010 employment level illustrates job growth over time. The supersector growing the most from January 2010 to May 2016 was Professional and business services, with 14,300 jobs added. Other services and Construction also experienced strong growth, but these two supersectors are the second and third smallest supersectors (with approximately 25,000 jobs each).

Employment in Construction and Leisure and hospitality was better than expected in the earlier months of 2016, likely spurred by mild winter conditions. Seasonal adjustment of individual supersectors can be volatile, especially when atypical events occur.

Education and health services and Trade, transportation and utilities are the two largest supersectors, encompassing on average about 119,000 and 139,000 jobs, respectively. These two supersectors have grown by approximately seven percent each.

Job growth in Financial activities and Information seemed to drag as the other supersectors in New Hampshire's economy started to recover. More recently, these two supersectors are gaining jobs at a faster pace. Manufacturing gained the smallest number of jobs among the supersectors since January 2010; however, employment is still above the January 2010 employment level.

Government is the only entity that has not gained employment since January 2010. Total government employment in New Hampshire declined by 8,300 jobs from January 2010 to May 2016. The May 2016 level of employment in Government (88,200 jobs) is at the lowest point since September 2002."

The report also provided information about employment projections for NH including a look at New Hampshire Outlook by Industry: 2014-2024:

Long-term total employment in New Hampshire is projected to grow by 7%, creating 47,293 additional jobs by 2024. This translates into an annual growth rate of 0.7%. With both current and projected population growth in the state being low due to a mix of fewer migrants and fewer births, New Hampshire's economy is not projected to generate the job growth that it did in the mid- to late-1990's. From 1993 to 2000, over-the-year employment growth was 2.5% or more, whereas the strongest over-the-year growth since 2000 was 1.5% from 2003 to 2004.

Over the last 50 years, there has been an ongoing shift in employment away from goods-producing industries to service-providing industries in both the U.S. and New Hampshire. This structural employment shift is expected to continue.

Factors that impact projected employment growth are demographics, personal income, and the industry composition of the state's economy. Location can also impact job growth, and New Hampshire is well situated in terms of geography, with southern portions of the state part of the Boston CMSA, a large metropolitan technology and healthcare hub. New Hampshire's median household income was \$66,532, above the median household income for the nation at \$53,657.9 These factors promote employment growth in a range of sectors, from technology-related industries to hospitality."

"Occupations projected to grow the most from 2014 to 2024 are Registered nurses, Retail salespersons, and Combined food preparation and serving workers, including fast food. At the other end of the spectrum, occupations that are expected to decline the most by 2024 are Bookkeeping, accounting and auditing clerks, Postal service mail carriers, and Molding, core making and casting machine setters, operators and tenders, metal and plastic."

Unemployment Rates by County, 2000-2012

	Belknap	Carroll	Cheshire	Coös	Grafton	Hillsborough	Merrimack	Rockingham	Strafford	Sullivan
2000	2.5%	2.7%	2.7%	3.7%	2.4%	2.6%	2.4%	3.0%	2.7%	2.5%
2001	3.0%	3.1%	3.0%	5.3%	2.7%	3.5%	2.9%	4.0%	3.3%	2.7%
2002	3.9%	3.6%	3.6%	6.8%	3.0%	4.9%	3.5%	5.5%	4.4%	3.2%
2003	4.0%	3.7%	3.7%	5.4%	3.1%	4.7%	3.7%	5.4%	4.1%	3.6%
2004	3.6%	3.3%	3.4%	4.6%	2.8%	4.0%	3.2%	4.7%	3.5%	3.3%
2005	3.4%	3.5%	3.2%	4.2%	2.9%	3.7%	3.2%	4.2%	3.5%	3.0%
2006	3.4%	3.3%	3.3%	4.3%	2.9%	3.7%	3.2%	3.9%	3.3%	3.0%
2007	3.6%	3.5%	3.6%	4.6%	3.0%	3.6%	3.3%	3.8%	3.3%	3.0%
2008	4.1%	3.6%	3.7%	5.2%	3.2%	3.9%	3.7%	4.3%	3.7%	3.4%
2009	6.6%	5.6%	5.7%	7.9%	5.1%	6.5%	5.6%	6.6%	6.2%	5.7%
2010	6.7%	6.0%	6.0%	8.0%	5.1%	6.3%	5.6%	6.3%	5.9%	5.8%
2011	5.6%	5.4%	5.3%	7.6%	4.5%	5.5%	4.9%	5.7%	5.3%	4.9%
2012	5.4%	5.5%	5.3%	7.7%	4.4%	5.7%	4.9%	6.0%	5.5%	4.8%

- Minorities experience a higher rate of unemployment

New Hampshire Employment Status of the Civilian Population by Gender and Race

2007-2011 American Community Survey, 5-Year — US Census Bureau

	Civilian Population, 16 Years+	Civilian Labor Force	Employed	Unemployed	Unemployment Rate	Civilian Labor Force Participation Rate
Total	1,061,716	741,734	695,066	46,668	6.3%	69.9%
Male	518,667	388,049	361,965	26,084	6.7%	74.8%
Female	543,049	353,685	333,101	20,584	5.8%	65.1%
Race						
One Race	1,051,020	734,483	688,516	45,967	6.3%	69.9%
White	1,010,629	705,414	662,097	43,317	6.1%	69.8%
Minorities	40,391	29,069	26,419	2,650	9.1%	72.0%
Two or More Races	10,696	7,251	6,550	701	9.7%	67.8%
Ethnicity						
Hispanic/Latino, Any Race	24,165	16,807	14,694	2,113	12.6%	69.6%
White only, not Hispanic	993,736	693,780	652,021	41,759	6.0%	69.8%

Occupational Projections:

Over the ten-year period of 2010 to 2020, total employment in New Hampshire is expected to grow by 10.4%, an average of one percent per year. Estimated employment is expected to increase from 662,146 to 730,710, a gain of 68,564 jobs. Projected growth for the U.S. for the same period is 14.3%, growing from 143.1 million jobs in 2010 to 163.5 million jobs in 2020.

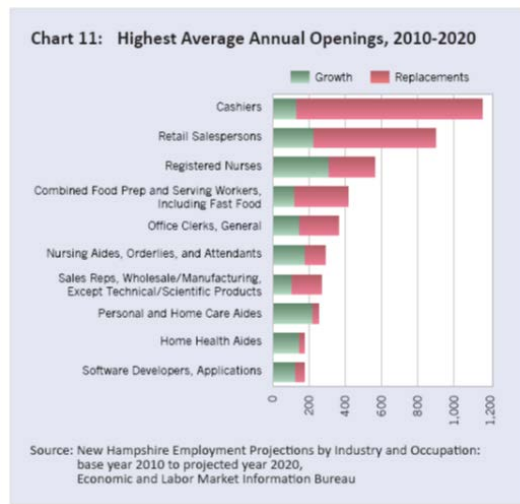
New Hampshire Industry Projections, 2010 - 2020

Industry	2010 Employment	2020 Employment	Numeric Change	Percent Change
Total Employment	662,146	730,710	68,564	10.4%
Goods-Producing Industries	93,589	99,279	5,690	6.1%
Agriculture, Forestry, Fishing and Hunting	5,912	6,046	134	2.3%
Mining	491	486	-5	-1.0%
Construction	21,418	26,750	5,332	24.9%
Manufacturing	65,768	65,997	229	0.3%
Service-Providing Industries	518,025	578,728	60,703	11.7%
Utilities	2,514	2,352	-162	-6.4%
Wholesale Trade	25,923	29,534	3,611	13.9%
Retail Trade	92,331	98,817	6,486	7.0%
Transportation and Warehousing	15,340	16,317	977	6.4%
Information	11,475	12,564	1,089	9.5%
Finance and Insurance	27,308	29,532	2,224	8.1%
Real Estate and Rental and Leasing	6,714	7,665	951	14.2%
Professional, Scientific, and Technical Services	28,850	35,633	6,783	23.5%
Management of Companies and Enterprises	8,075	8,454	379	4.7%
Administrative and Support and Waste Management Services	27,230	31,881	4,651	17.1%
Educational Services ^a	62,617	67,149	4,532	7.2%
Health Care and Social Assistance ^b	84,292	104,636	20,344	24.1%
Arts, Entertainment, and Recreation	10,980	12,333	1,353	12.3%
Accommodation and Food Services	51,363	54,980	3,617	7.0%
Other Services (Except Government)	23,352	25,494	2,142	9.2%
Government ^c	39,661	41,387	1,726	4.4%
Self-employed and Unpaid Family Workers	50,532	52,703	2,171	4.3%

^a Employment for public schools and colleges is included in Educational Services.

^b Employment at the State Hospital is included in Health Services.

^c Government does not include employment for the Federal prison in Coos County. When operational, the prison is expected to add approximately 250 jobs.



Disability

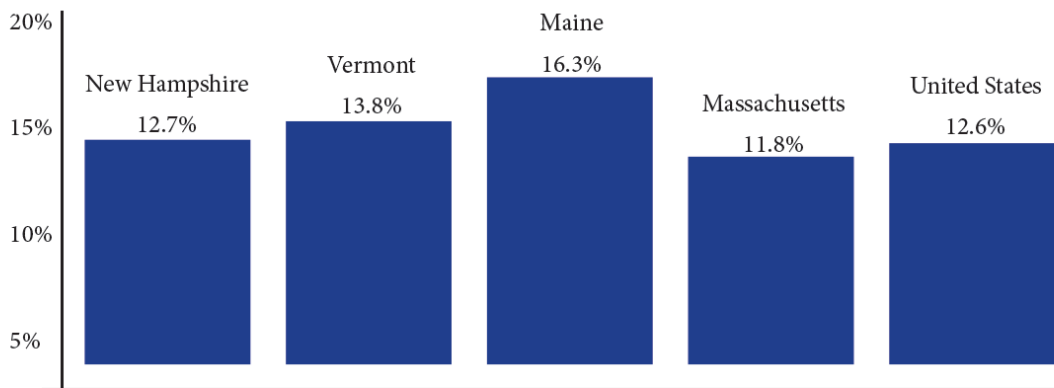
What are the characteristics of the population (individuals with disabilities) in New Hampshire?

There is a wealth of disability population statistics, including data available from the American Community Survey (ACS). NHVR examined various data sources to gain an overall picture of disability and demographic characteristics of persons with disabilities within the state. This section of the report examines population estimates and demographic characteristics of individuals within New Hampshire.

Disability Population State Estimates

According to estimates from the U.S. Census Bureau's 2013 American Community Survey (ACS), among the 1,308,658 individuals living in New Hampshire, 166,258 are people with disabilities. In other words, people with disabilities are 12.7% of the New Hampshire population, or about 1 in 8 people in New Hampshire have a disability.

Percent with Disabilities, by Location

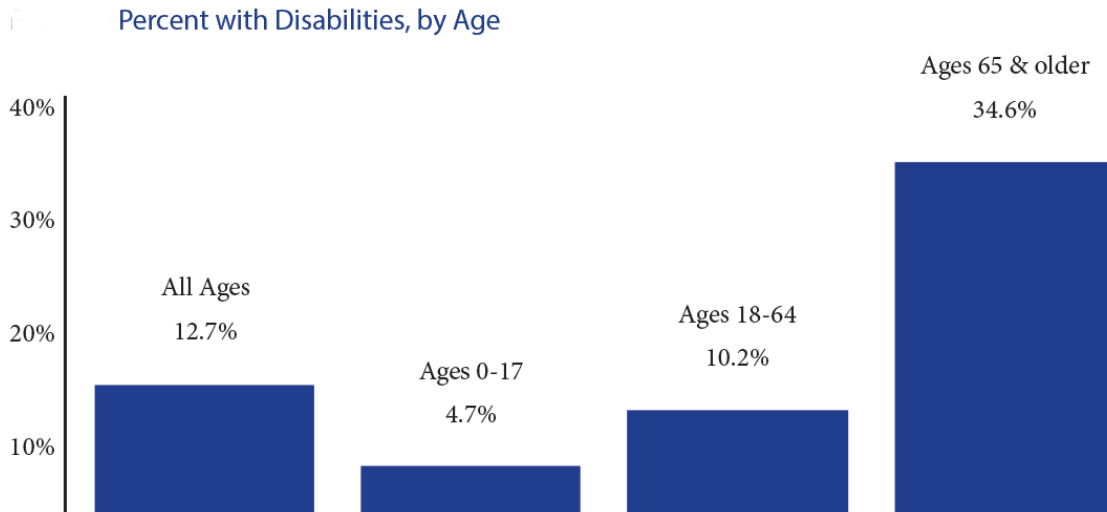


IOD: Facts & Figures: The 2015 Annual Report on Disability in New Hampshire

Table 2. Prevalence of Disability in New Hampshire

Age	<p>Age: In 2013, the prevalence of disability in NH was:</p> <ul style="list-style-type: none"> • 12.7 percent for persons of all ages • 5.7 percent for persons ages 16 to 20 • 10.4 percent for persons ages 21 to 64 • 25.4 percent for persons ages 65 to 74 • 48.6 percent for persons ages 75+
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Source: U.S. Census Bureau, 2013 American Community Survey



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Gender	<p>Gender: In 2013, 12.2 percent of females of all ages and 13.2 percent of males of all ages in NH reported a disability</p>
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Race	<p>Race: In NH in 2013, the prevalence of disability for working-age people (ages 21 to 64) was:</p> <ul style="list-style-type: none"> • 10.6 percent among Whites • 13.3 percent among Black / African Americans • 1.6 percent among Asians • 13.1 percent among Native Americans • 10.3 percent among persons of some other race(s)
Hispanic/Latino	<p>Hispanic/Latino: In 2013, the prevalence of disability among persons of all ages of Hispanic or Latino origin in NH was 6.6 percent.</p>

Source: U.S. Census Bureau, 2013 American Community Survey

Additional Information Regarding People with Disability in the State

Disability Type: In 2013, the prevalence of the six disability types among persons of all ages in NH was:

- 1.7% reported a Visual Disability
- 3.9% reported a Hearing Disability
- 6.3% reported an Ambulatory Disability
- 5.2% reported a Cognitive Disability
- 2.0% reported a Self-Care Disability
- 4.9% reported an Independent Living Disability

Annual Household Income: In NH in 2013, the median annual income of households with working-age people with disabilities was \$50,400.

Poverty: In NH in 2013, the poverty rate of working-age people with disabilities was 24.0 percent.

Supplemental Security Income: In 2013, the percentage of working-age people with disabilities receiving SSI payments in NH was 16.1 percent.

Educational Attainment: In 2013, the percentage of working-age people with disabilities in NH:

- with only a high school diploma or equivalent was 31.7 percent
- with only some college or an associate degree was 34.7 percent
- with a bachelor's degree or more was 20.1 percent

Veterans Service-Connected Disability: In 2013, the percentage of working-age civilian veterans with a VA determined Service-Connected Disability was 16.9 percent in NH.

Health Insurance Coverage: In 2013 in NH, 86.0 percent of working-age people with disabilities had health insurance.

Source: U.S. Census Bureau, 2013 American Community Survey

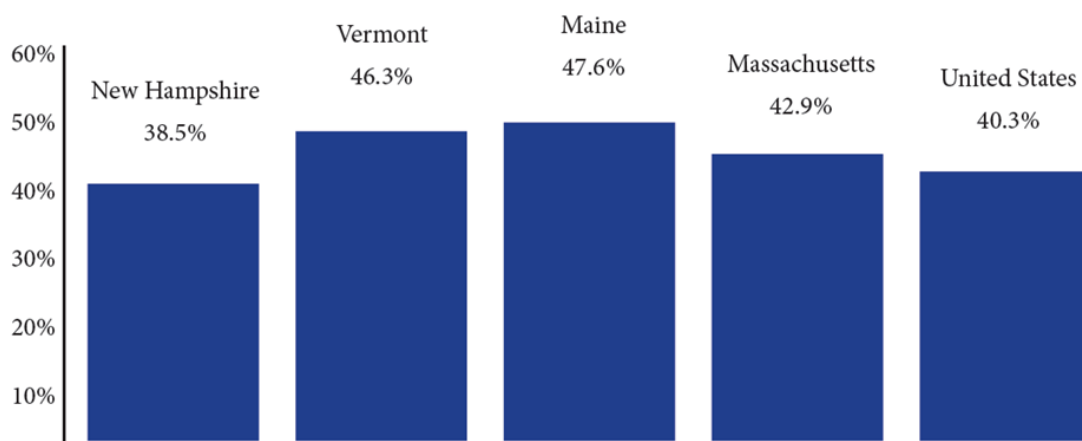
Employment

In 2013, the employment rate of working-age people (ages 21 to 64) with disabilities in NH was 40.5 percent. By comparison 80 % of those without disabilities were working.

The employment statistics continue to demonstrate that persons with disabilities are less likely to achieve employment when compared to persons without disabilities. This shows the need for services and supports for individuals with disabilities and for employers to work to narrow this gap.

The difference between the percent employed among people without disabilities and the percent employed among people with disabilities is called the "employment gap." In New Hampshire, the employment gap is 38.5 percentage points (80.3% – 41.8% = 38.5pts). In the United States as a whole, the employment gap is slightly higher; it is 40.3 pts.

Figure 5: Employment Gap (in Percentage Points), by Location



IOD: Facts & Figures: The 2015 Annual Report on Disability in New Hampshire

Looking for Work: In NH in 2013, the percentage actively looking for work among people with disabilities who were not working was 8.0 percent.

Full-Time/Full-Year Employment: In NH in 2013, the percentage of working-age people with disabilities working full-time/full-year was 21.7 percent.

Annual Earnings: In 2013, the median annual earnings of working-age people with disabilities working full-time/full-year in NH was \$45,300.

Source: U.S. Census Bureau, 2013 American Community Survey

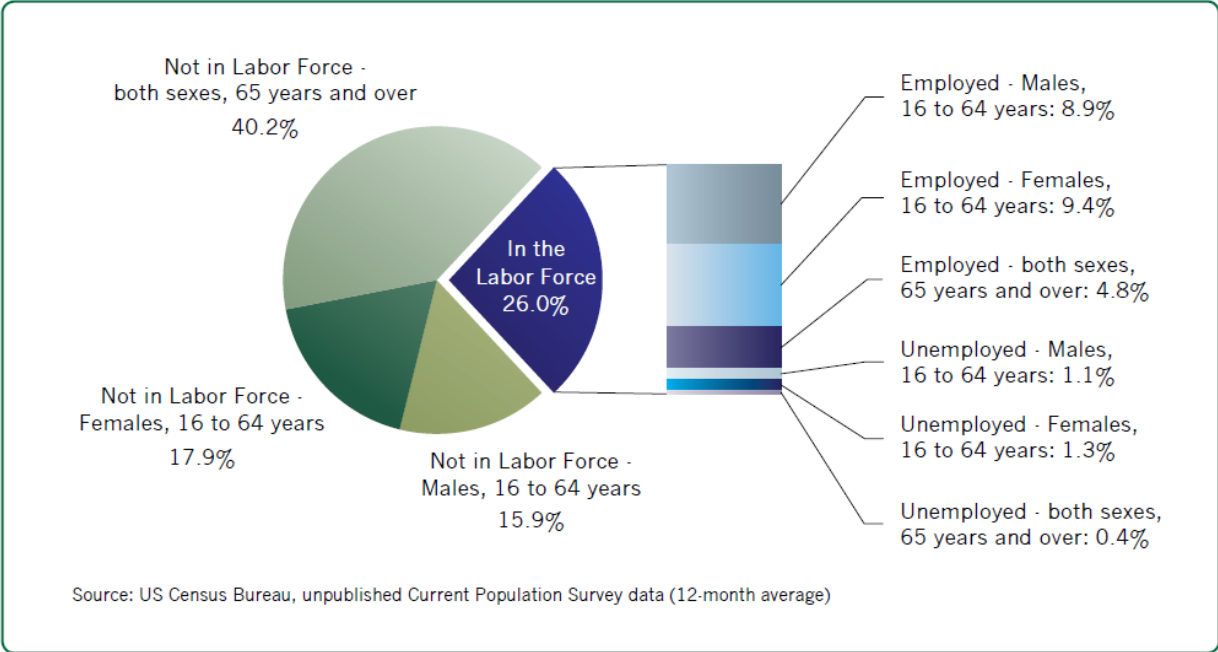
Comparisons

21-64 year olds	NH	US
Prevalence of disability	10.4%	10.8%
Employment rate People without disabilities	82.1%	76.8%
Employment rate People with disabilities	40.5%	34.5%

2013 American Community Survey (ACS)

Unemployment: From *'Measuring New Hampshire's Economic Health: A Workforce Perspective'* it was identified that the number of unemployed persons with a disability dropped from about 4,300 in 2010 to around 3,500 in 2012. This corresponded to a decrease in the unemployment rate for persons with a disability from 13.0 percent in 2010 to 11.0 percent in 2012. In comparison, however, the unemployment rate for persons with no disability was about the same, going from 5.5 percent in 2010 to 5.4 percent in 2012. The improvement in the unemployment rate among persons with a disability was attributed primarily to persons exiting the labor market. During the same time span the labor force participation rate for individuals with a disability dropped from 28.7 percent in 2010 to 26.8 percent in 2012.

Labor Force Experience of Disabled Persons Among New Hampshire's Civilian Noninstitutional Population – September 2013 to August 2014



Economic Conditions October 2014

Disabled persons of prime working age (25-64) in New Hampshire have significantly lower labor force participation rates than their non-disabled counterparts

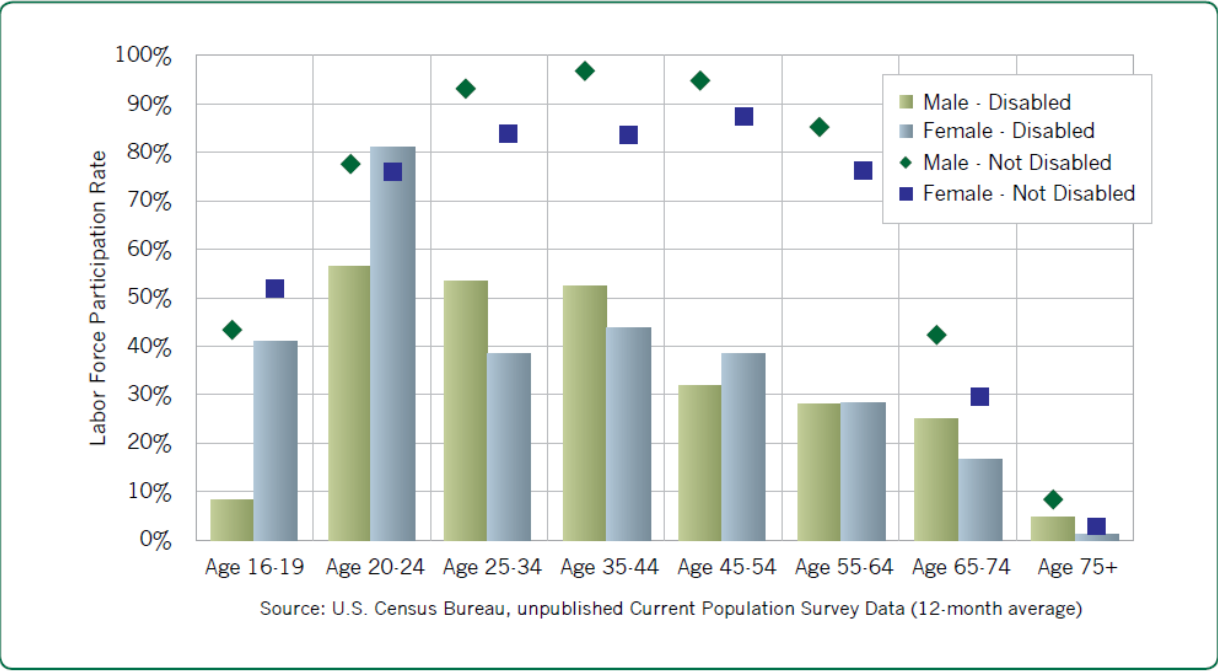
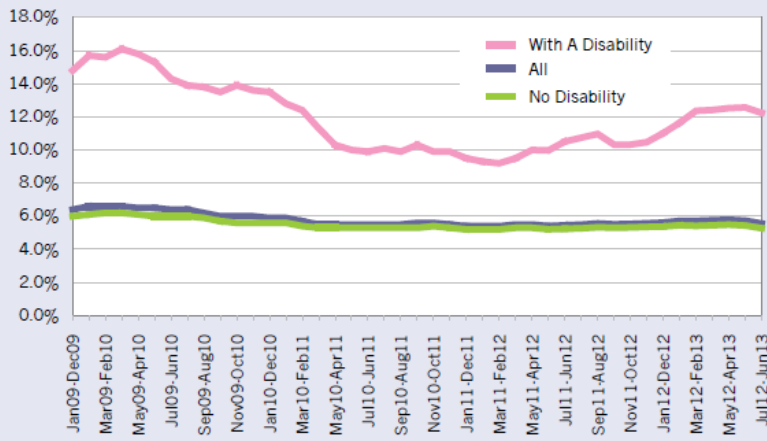


Chart 8: NH Unemployment Rate, 12-Month Moving Average



Source: U.S. Census Bureau, unpublished Current Population Survey data (12-month moving averages)

Education level had an impact for both disabled and non-disabled persons. Those with a higher level of education are more likely to participate in the labor force, and usually have a lower unemployment rate. This was demonstrated over the 12-month period from July 2012 through June 2013, where about a third of disabled persons with a bachelor's degree or higher participated in the labor force. The unemployment rate for this group was 3.3 percent, which is comparable to the 3.1 percent unemployment rate for non-disabled persons with the same educational attainment. A different picture emerged for disabled persons with a high school diploma or less education. This group had an unemployment rate of 17.9 percent, more than double the 8.2 percent unemployment rate for non-disabled persons with the same level of education. Less than a quarter of disabled persons with a high school diploma or less education participated in the labor force.

Not Working but Actively Looking for Work (21-64)

Actively Looking: with disability 8.0%

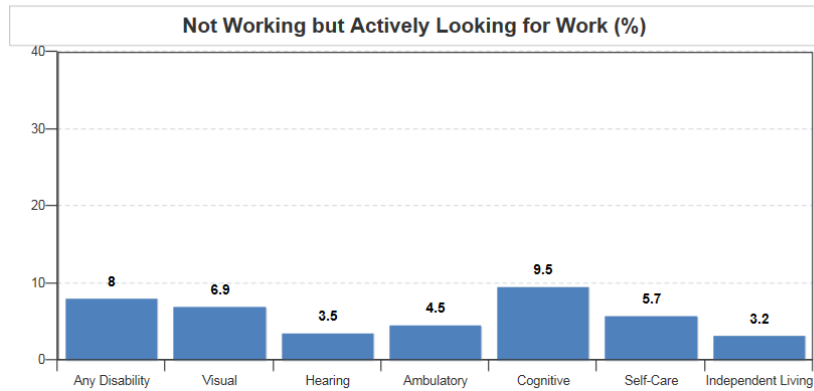
Actively Looking: without disability 20.6%

Quick Statistics

- In 2013 in NH, the percentage of working-age people with disabilities who were not working but actively looking for work was 8.0 percent.
- In 2013 in NH, the percentage of working-age people without disabilities who were not working but actively looking for work was 20.6 percent.
- The difference in the percentage not working but actively looking for work between working-age people with and without disabilities was 12.6 percentage points.
- Among the six types of disabilities identified in the ACS, the highest percentage of not working but actively looking for work was for people with a "Cognitive Disability," 9.5 percent. The lowest percentage was for people with an "Independent Living Disability," 3.2 percent.

Source: U.S. Census Bureau, 2013 American Community Survey

Percentage who are not working but actively looking for work among non-institutionalized workers in New Hampshire in 2013



Disability Type	Percent	MOE	Number	MOE	Base Pop.	Sample Size
No Disability	20.6	2.61	26,100	3,660	126,400	1,238
Any Disability	8.0	2.82	3,900	1,430	48,600	462
Visual	6.9	7.46	400	400	6,100	62
Hearing	3.5	5.01	200	400	7,100	68
Ambulatory	4.5	2.93	1,200	790	26,300	226
Cognitive	9.5	4.31	2,300	1,100	24,300	235
Self-Care	5.7	5.41	500	540	9,600	81
Independent Living	3.2	2.74	700	600	21,600	185

Full-Time / Full-Year Employment

FT / FY Employment: with disability 21.7%

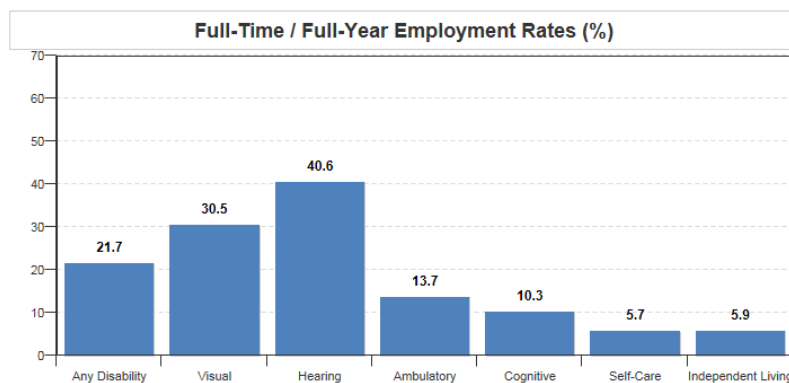
FT / FY Employment: without disability 59.9%

Quick Statistics

- In 2013, the percentage of working-age people with disabilities working full-time/full-year in NH was 21.7 percent.
- In 2013, the percentage of working-age people without disabilities working full-time/full-year in NH was 59.9 percent.
- The difference in the percentage working full-time/full-year between working-age people with and without disabilities was 38.2 percentage points.
- Among the six types of disabilities identified in the ACS, the highest full-time/full-year employment rate was for people with "Hearing Disability," 40.6 percent. The lowest full-time/full-year employment rate was for people with "Self-Care Disability," 5.7 percent.

Source: U.S. Census Bureau, 2013 American Community Survey

Full-Time/Full-Year employment of non-institutionalized working-age people (ages 21 to 64) by disability status in New Hampshire in 2013



Disability Type	Percent	MOE	Number	MOE	Base Pop.	Sample Size
No Disability	59.9	1.34	423,900	12,300	707,200	6,864
Any Disability	21.7	3.30	17,700	3,030	81,700	787
Visual	30.5	10.01	3,400	1,330	11,100	114
Hearing	40.6	8.58	7,000	1,910	17,200	179
Ambulatory	13.7	4.04	5,200	1,650	37,900	324
Cognitive	10.3	3.66	3,700	1,390	36,100	341
Self-Care	5.7	4.98	600	580	11,400	94
Independent Living	5.9	3.25	1,600	930	27,600	234

Annual Earnings (Full-Time / Full-Year workers)

Earnings: with disability \$45,300

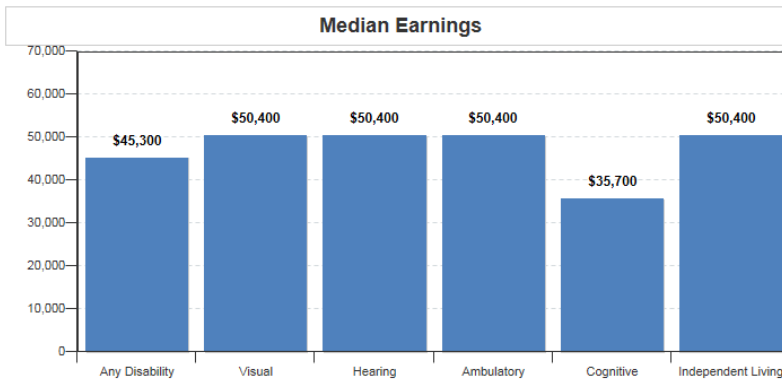
Earnings: without disability \$48,600

Quick Statistics

- In 2013, the median earnings of working-age people with disabilities who worked full-time/full-year in NH was \$45,300.
- In 2013, the median earnings of working-age people without disabilities who worked full-time/full-year in NH was \$48,600.
- The difference in the median earnings between working-age people with and without disabilities who worked full-time/full-year was \$3,300.
- Among the six types of disabilities identified in the ACS, the highest annual earnings was for people with "Visual Disability," \$50,400[†]. The lowest annual earnings was for people with "Cognitive Disability," \$35,700[†].

[†] **Caution:** Estimate based on small sample size (less than 40 individuals).
Source: U.S. Census Bureau, 2013 American Community Survey

Median annual earnings of non-institutionalized working-age people (ages 21 to 64) who work full-time/full-year by disability status in New Hampshire in 2013



Disability Type	Median Earnings	MOE	Base Pop.	Sample Size
No Disability	\$48,600	\$1,640	424,000	4,093
Any Disability	\$45,300	\$5,580	18,000	189
Visual	\$50,400 [†]	\$12,750	3,000	34
Hearing	\$50,400	\$9,620	7,000	75
Ambulatory	\$50,400	\$10,380	5,000	55
Cognitive	\$35,700 [†]	\$8,930	4,000	38
Self-Care	N/A	N/A	N/A	N/A
Independent Living	\$50,400 [†]	\$15,150	2,000	18

[†] **Caution:** Estimate based on small sample size (less than 40 individuals).

Annual Household Income

Household Income: with disability \$50,400

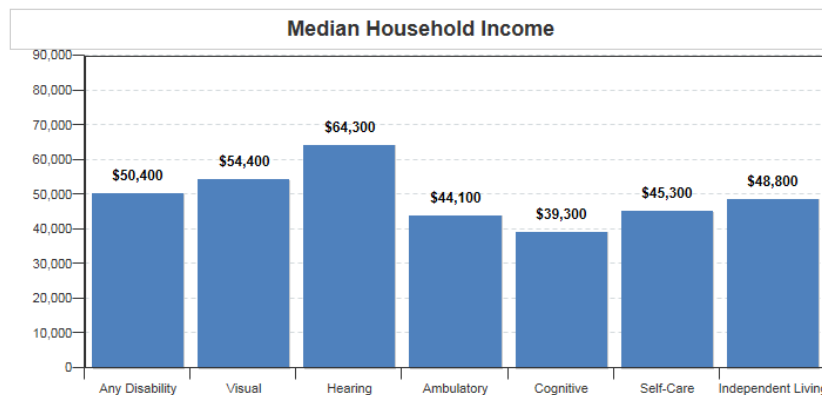
Household Income: without disability \$74,100

Quick Statistics

- In 2013, the median income of households that include any working-age people with disabilities in NH was \$50,400.
- In 2013, the median income of households that do not include any working-age people with disabilities in NH was \$74,100.
- The difference in the median income between households including and not including working-age people with disabilities was \$23,700.
- Among the six types of disabilities identified in the ACS, the highest median income was for households including persons with a "Hearing Disability," \$64,300. The lowest median income was for households containing persons with a "Cognitive Disability," \$39,300.

* **Note:** Household income is not available for persons living in group quarters.

Median annual income* of households including any working-age people (ages 21 to 64) by disability status in New Hampshire in 2013



Disability Type	Median H.H. Income	MOE	Base Pop.	Sample Size
No Disability	\$74,100	\$3,010	356,000	3,514
Any Disability	\$50,400	5,370	68,000	675
Visual	\$54,400	13,100	11,000	107
Hearing	\$64,300	13,280	16,000	175
Ambulatory	\$44,100	7,390	33,000	304
Cognitive	\$39,300	7,830	30,000	288
Self-Care	\$45,300	12,890	11,000	90
Independent Living	\$48,800	8,700	24,000	220

* **Note:** Household income is not available for persons living in group quarters.

Poverty

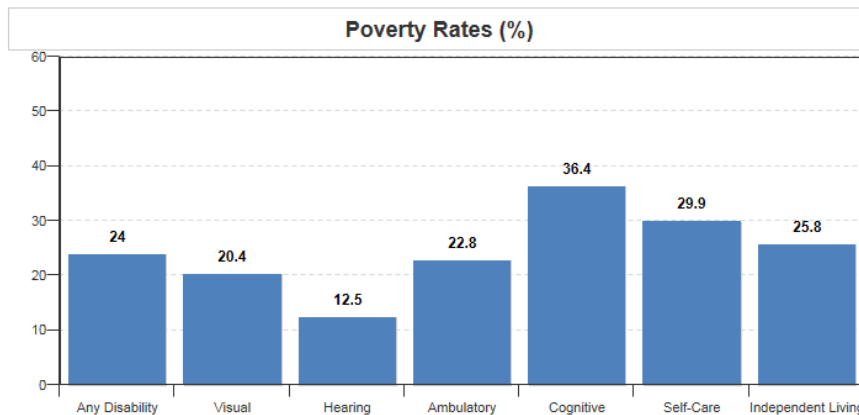
Poverty: with disability 24.0%

Poverty: without disability 7.2%

Quick Statistics

- In 2013, the poverty rate of working-age people with disabilities in NH was 24.0 percent.
- In 2013, the poverty rate of working-age people without disabilities in NH was 7.2 percent.
- The difference in the poverty rate between working-age people with and without disabilities was 16.8 percentage points.
- Among the six types of disabilities identified in the ACS, the highest poverty rate was for people with "Cognitive Disability," 36.4 percent. The lowest poverty rate was for people with "Hearing Disability," 12.5 percent.

* Note: The Census Bureau does not calculate poverty status for those people living in military group quarters or college dormitories.
Source: U.S. Census Bureau, 2013 American Community Survey



Disability Type	Percent	MOE	Number	MOE	Base Pop.	Sample Size
No Disability	7.2	0.96	50,200	6,840	702,500	6,783
Any Disability	24.0	4.65	19,600	4,330	81,700	787
Visual	20.4	11.89	2,300	1,480	11,100	114
Hearing	12.5	7.84	2,100	1,440	17,200	179
Ambulatory	22.8	6.70	8,700	2,890	37,900	324
Cognitive	36.4	7.87	13,100	3,550	36,100	341
Self-Care	29.9	13.35	3,400	1,810	11,400	94
Independent Living	25.8	8.19	7,100	2,620	27,600	234

* **Note:** The Census Bureau does not calculate poverty status for those people living in military group quarters or college dormitories.

Supplemental Security Income (SSI)

SSI Recipients: with disability **16.1%**

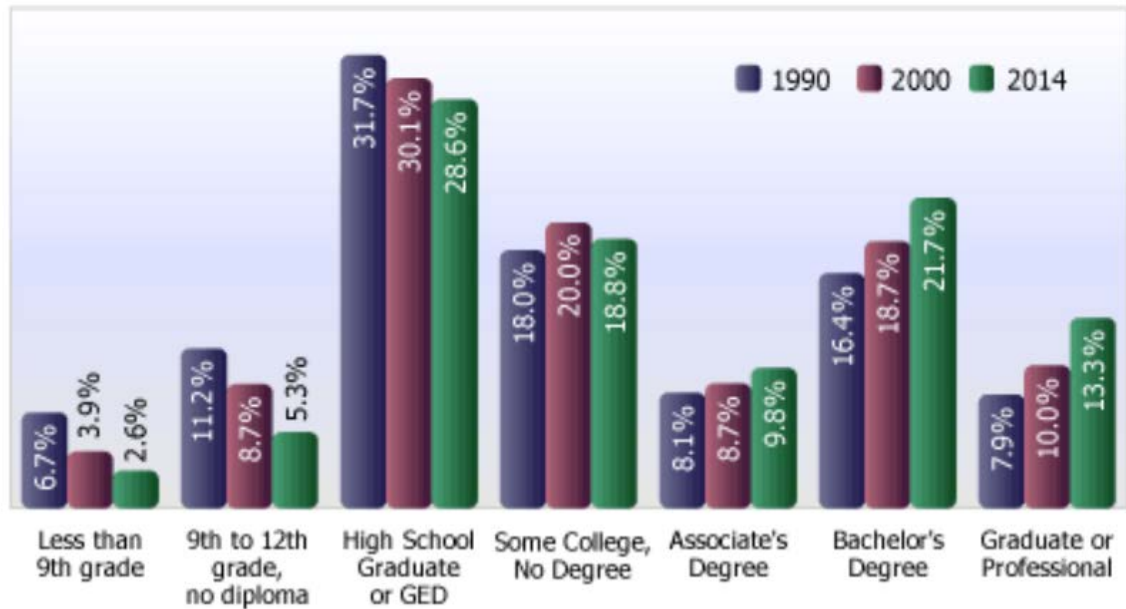
Quick Statistics

- In 2013, the percentage of working-age people with disabilities receiving Supplemental Security Income payments in NH was 16.1 percent.
- In 2013, the number of working-age people with disabilities receiving Supplemental Security Income payments in NH was 13,200. Among the six types of disabilities identified in the ACS, the highest percentage that received SSI was people with "Self-Care Disability," 36.0 percent. The lowest percentage that received SSI was people with "Hearing Disability," 9.3 percent.

Education

Educational Attainment in New Hampshire

Highest level of education, population age 25 and older

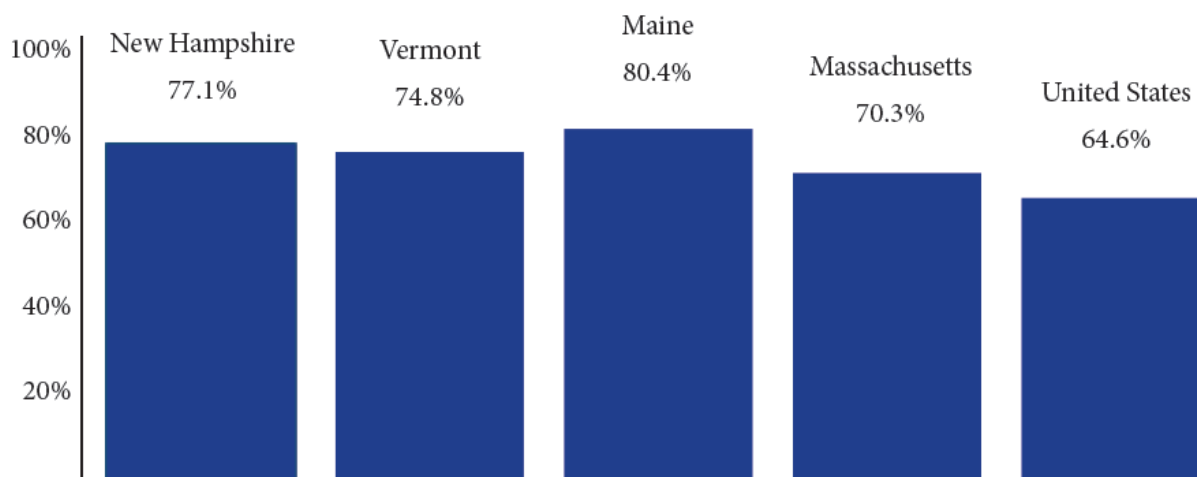


Source: U.S. Census Bureau, 2014 American Community Survey 1-Year Estimates, Sep-15
Prepared by: Economic & Labor Market Information Bureau, NHES

Graduation Rate (source: IOD: Facts & Figures: The 2015 Annual Report on Disability in New Hampshire)

To promote educational opportunities available to students with disabilities, inclusive education calls for students with and without disabilities to be taught in the same setting. Graduating high school with a diploma (as opposed to “aging-out,” dropping-out, or receiving a certificate of completion) is to some degree an indicator of inclusive education. Based on data from the U.S. Department of Education, Figure 9 provides the percentage who graduated with a high school diploma among students who received IDEA services who exited school (i.e., students exiting with a diploma, receiving a certificate, aging out, dropping-out or passing away). In New Hampshire, the graduation rate is 77.1%, which is higher than the graduation rate in the country as a whole, 64.6%.

Figure 9: Graduation Rate, by Location



IOD: Facts & Figures: The 2015 Annual Report on Disability in New Hampshire

Education: High School Diploma/Equivalent

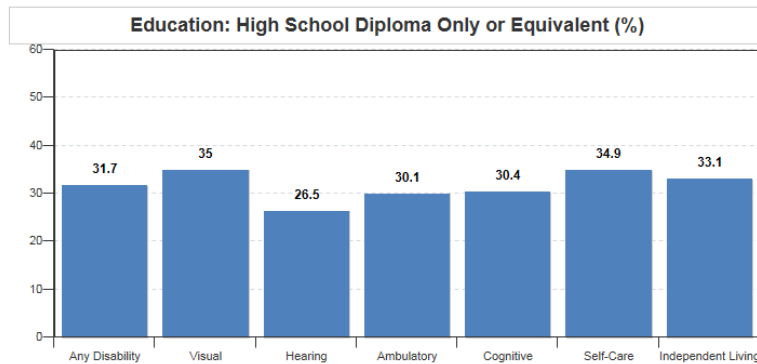
High School Only: with disability 31.7%

High School Only: without disability 27.0%

Quick Statistics

- In 2013, the percentage of working-age people with disabilities with only a high school diploma or equivalent in NH was 31.7 percent.
- In 2013, the percentage of working-age people without disabilities with only a high school diploma or equivalent in NH was 27.0 percent.
- The difference in the percentage with only a high school diploma or equivalent between working-age people with and without disabilities was 4.7 percentage points.
- Among the six types of disabilities identified in the ACS, the highest percentage with only a high school diploma or equivalent was for people with "Visual Disability," 35.0 percent. The lowest percentage with only a high school diploma or equivalent was for people with "Hearing Disability," 26.5 percent.

Percentage of non-institutionalized working-age people (ages 21 to 64) with only a high school diploma or equivalent by disability status in NH in 2013



Disability Type	Percent	MOE	Number	MOE	Base Pop.	Sample Size
No Disability	27.0	1.21	191,200	9,270	707,200	6,864
Any Disability	31.7	3.73	25,900	3,650	81,700	787
Visual	35.0	10.37	3,900	1,430	11,100	114
Hearing	26.5	7.71	4,600	1,540	17,200	179
Ambulatory	30.1	5.40	11,400	2,440	37,900	324
Cognitive	30.4	5.55	11,000	2,390	36,100	341
Self-Care	34.9	10.24	4,000	1,440	11,400	94
Independent Living	33.1	6.49	9,100	2,180	27,600	234

Education Some College/Associate's Degree

Some College: with disability 34.7%
Some College: without disability 31.3%

Quick Statistics

- In 2013, the percentage of working-age people with disabilities with only some college or an Associate's degree in NH was 34.7 percent.
- In 2013, the percentage of working-age people without disabilities with only some college or an Associate's degree in NH was 31.3 percent.
- The difference in the percentage with only some college or an Associate's degree between working-age people with and without disabilities was -3.4 percentage points.
- Among the six types of disabilities identified in the ACS, the highest percentage with only some college or an Associate's degree was for people with "Self-Care Disability," 41.6 percent. The lowest percentage with only some college or Associate's degree was for people with "Cognitive Disability," 32.0 percent.

Education

Bachelor's Degree or More

Bachelor's Degree or More: with disability 20.1%

Bachelor's Degree or More: without disability 37.2%

Quick Statistics

- In 2013, the percentage of working-age people with disabilities with a Bachelor's degree or more in NH was 20.1 percent.
- In 2013, the percentage of working-age people without disabilities with a Bachelor's degree or more in NH was 37.2 percent.
- The difference in the percentage with a Bachelor's degree or more between working-age people with and without disabilities was 17.1 percentage points.
- Among the six types of disabilities identified in the ACS, the highest percentage with a Bachelor's degree or more was for people with "Hearing Disability," 22.2 percent. The lowest percentage with a Bachelor's degree or more was for people with "Self-Care Disability," 8.2 percent.

'Facts & Figures: The 2015 Annual Report on Disability in New Hampshire' published by Institute on Disability out of the University of New Hampshire identified the following as Key "Takeaways" from reviewing the US Census, American Community Survey data:

1. The population with disabilities is a large part of the New Hampshire community. About one out of every eight people in New Hampshire report having a disability, and these people come from all walks of life, including veterans with disabilities.
2. The longstanding, persistent, national "employment gap" between people with and without disabilities affects people in New Hampshire and the region, regardless of the type of disability people are experiencing. In New Hampshire, only 42 percent of people with disabilities are employed. In comparison, 80 percent of people without disabilities are employed.
3. While education is an important way to address the employment gap in New Hampshire and the nation as a whole, the educational attainment of people with disabilities, regardless of disability type, is well below the educational attainment of people without disabilities. While 44 percent of New Hampshire residents who do not have a disability have a two-year college degree or higher, only 27 percent of those with a disability have similar levels of education.

4. Many people with disabilities in New Hampshire utilize government programs to find jobs, stay out of poverty, and remain in the community. As these programs face fiscal pressures and reform, it is important to understand how many people with disabilities are served by these programs. In New Hampshire, vocational rehabilitation services helped more than 1,000 people obtain competitive employment in 2012.

Provision of Services and Service Delivery

At any time that a state is unable to serve all individuals determined eligible, the state is required to implement an Order of Selection to assure that individuals with the most significant disabilities are receiving priority in the delivery of services. NHVR, in conjunction with the SRC, regularly monitors the agency's ability to provide services to all eligible individuals. At this time the agency has sufficient resources and is projected to have sufficient resources in the coming fiscal year.

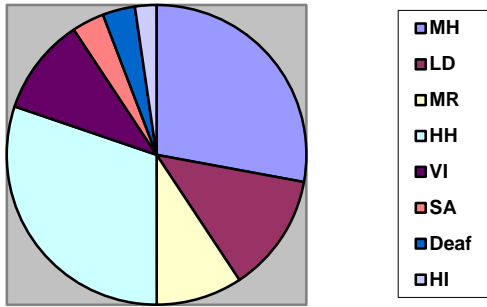
An Overview of Activity and Accomplishment –

During Federal Fiscal Year 2015, NH Vocational Rehabilitation

- Worked with 8,601 eligible clients
- Received 2,313 new applicants
- Helped 1,042 individuals with disabilities gain employment
- Of the individuals who gained employment
 - The average hourly wage was \$13.85
 - Total earnings of these employees in the first year was \$20,165,236
 - The average hours worked per week was 27
 - The average weekly salary was \$384
 - The average annual salary was \$20,075

Customer information

Types of Disabilities Served FY 15



Mental Health (MH)	31%
Learning Disabilities (LD)	12%
Mental retardation (MR)	5%
Hard of Hearing (HH)	11%
Blind or Visual Impairment (VI)	5%
Substance abuse (SA)	4%
Deafness (Deaf)	2%
Head Injury (HI)	3%

Ages of Customers

Total number of customers successfully rehabilitated in various age groups

Age	Count
14-20	62
21-25	165
26-30	101
31-35	74
36-40	59
41-45	91
46-50	130
51-55	118
56-60	133
61-65	89
66-70	31
71-75	10
Over 75	24

5 year snapshot

	FY 2015	FY 2014	FY 2013	FY 2012	FY 2011
Successful Rehabilitation	1042	1092	1162	1087	1085
Eligible Clients Served	8601	8464	8528	8711	8192
New Applicants	2313	2717	3050	3086	3411
Rehabilitation Rate (% closures with an employment outcome)	45%	57.8%	55.9%	41%	40%

	FY 2015	FY 2014	FY 2013	FY 2012	FY 2011
Percent of all employment outcomes that were competitive, self or BEP	90.8%	96.64%	95.5%	98%	95%

Breakdown of employment type achieved

	FY 2015	FY 2014	FY 2013	FY 2012	FY 2011
Competitive	90%	89%	90%	88%	88%
Homemaker	3%	4%	4%	4%	4%
Self-Employment	0%	1%	1%	1%	1%
Other	6%	6%	7%	7%	6%

Weekly changes in income

	FY 2015	FY 2014	FY 2013	FY 2012	FY 2011
Before VR	\$193.32	\$177	\$193.56	\$193.71	\$168.32
After VR	\$384.72	\$386	\$377.39	\$385.56	\$355.08
Weekly change	\$191.40	\$209	\$183.83	\$191.85	\$186.76

Age of successful closures (number)

	FY 2015	FY 2014	FY 2013	FY 2012	FY 2011
14 – 20	43	67	59	62	65
21-25	199	172	164	165	152
26-30	85	94	95	101	87
31-35	61	69	77	74	82
36-40	65	60	79	59	94
41-45	74	67	102	91	108
46-50	106	100	121	130	125
51-55	113	131	135	118	115
56-60	127	134	138	133	112
61-70	125	153	146	120	115
71-75	26	23	26	10	15
Over 75	18	22	20	24	15

Type of Disability

		FY 2015	FY 2014	FY 2013	FY 2012	FY 2011
Blind or Visual Impairment	Successfully closed	90	96	100	97	90
Deafness	Successfully closed	25	31	60	28	26
Hard of Hearing	Successfully closed	260	250	307	279	253
Acquired Brain Injury	Successfully closed	15	19	15	24	25
Mental Illness	Successfully closed	224	243	244	259	270
Mental Retardation	Successfully closed	57	52	51	49	46
Substance Abuse	Successfully closed	23	28	28	36	40
Learning Disabilities	Successfully closed	115	119	134	125	136

Service Timeframes

	FY 2015	FY 2014	FY 2013	FY 2012	FY 2011
Average time from application to eligibility	31.82 days	30.6 days	28.35 days	24.90 days	24.82 days
Average time from eligibility determination to plan development	4.6 months	3.8 months	3.66 month	3.32 months	3.63 months
Average time from application to successful closure	24 months	22.4 months	20.28 months	19.44 months	19.03 months

Hours and Earnings

	FY 2015	FY 2014	FY 2013	FY 2012	FY 2011
Average weekly wages for those who were successfully employed	\$384	\$386	394.94	\$400.68	\$371.51
Average annual income for those successfully employed with earnings	\$20,005.44	\$20,072	\$20,536.88	\$20,099	\$19,318.52

Percent of successfully employed working 35 hours or more	38%	39%	42%	43%	42%
Percent of successfully employed working 20 or more hours per week	76%	74%	77%	76%	74%
Percent of successfully employed working at or above the state average wage	6%	8%	7%	9%	8%
Percent of successfully employed working at or above minimum wage	92%	96%	95%	96%	95%
Percent of successfully employed working at or above poverty level	60%	59%	63%	63%	61%

Cost Benefit

	FY 2013	FY 2012	FY 2011
For every \$1 VR Spends, Clients earn	\$7.90	\$8.14	\$8.62
For every \$1 VR spends, Clients pay back in taxes	\$1.58	\$1.63	\$1.72

Unable to gather cost benefit data for FY 2014 and FY 2015

The average number hours worked by persons rehabilitated.

2015	2014	2013	2012	2011
26.9	27.8	27.6	28.6	27.1

The percent of persons rehabilitated in full-time competitive employment who are covered by health insurance through employment.

2015	2014	2013	2012	2011
38%	46%	24%	25%	19%

Number of successful employment outcomes after participating in post-secondary education.

2015	2014	2013	2012	2011
138	100	109	79	109

The number of individuals who successfully achieve self-employment.

2015	2014	2013	2012	2011
5	15	11	6	9

Goal 2---Effective and efficient use of resources

Percent for whom eligibility is determined in 60 days or less from application unless the customer agrees to an extension.

2015	2014	2013	2012	2011
88%	89%	90%	86%	93%

Percent for whom IPEs are developed within 120 days or less from eligibility unless the customer agrees to an extension.

2015	2014	2013	2012
70%	75%	75%	75%

Annual number of persons in service (status 02-24 +32).

2015	2014	2013	2012	2011
8,601	8,985	8,943	9,582	8,507

Annual contribution to IPE costs through comparable benefits and services.

2015	2014	2013	2012	2011
\$404,927	\$80,257	\$65,295	\$108,818	\$92,757

The average wage achieved by persons referred to placement or supported employment providers.

2015	2014	2013	2012	2011
\$9.57	\$9.80	\$10.04	\$9.73	\$9.93

Federal Standards and Indicators:

Through fiscal year 2014, RSA monitored and evaluated the agency's ability to meet or exceed standard performance measures. The standards are divided into two major content areas that encompass seven indicators. Each state agency's data is computed and measured against the standards and indicators on an annual basis. In order to meet Standard 1, an agency must meet or exceed the required performance levels for four of the six indicators, including two of the three primary indicators. In order to meet Standard 2, an agency must meet or exceed the required performance level for Indicator 2.1.

		Accomplished				
Indicator	Minimum Standard	2015	2014	2013	2012	2011
1.1: Change in Employment Outcomes	0 or +1	-49	-70	+75	+1	+42
1.2: Percent of Employment Outcomes	55.8%	50.64	60.48	55.95	59.05%	61.23%
1.3: Competitive Employment Outcomes — a primary indicator	72.6%	96.62	94.89	95.5	96.13%	95.48%
1.4: Significance of Disability — a primary indicator	62.4%	96.4	94.89	89.5	91.57%	91.70%
1.5: Earnings Ratio — a primary indicator	.52 (ratio)	.56	.56	.56	0.56	.554
1.6: Self-Support	53.0 (math difference)	43.44	56.84	53.5	49.2	53.67
2.1: Minority Background Service Rate	.80	.843	.813	.90	.92	.964

Summary Data on Closures from the RSA-911

The following data snapshot shows information about the agency in New Hampshire which receives the Basic VR grant from RSA (our largest grant program).

Closure types for New Hampshire Division of Career Technology and Adult Learning	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
Closed with employment	1,219	1,101	1,043	1,085	1,087	1,162
Closed without employment	377	869	633	687	754	915
Closed from order of selection	0	0	0	0	0	0
Closed from trial work/extended evaluation	0	3	2	2	1	0
Closed as applicant	187	219	185	161	174	200
Total closed	2,406	3,331	2,603	2,864	2,821	3,226
Percent accepted for services who received no services	28.08%	36.64%	30.63%	34.39%	30.42%	31.36%

This data snapshot is just one of many Quick Tables available. To view more Quick Tables, click on *Tools* then select *Quick Tables*, or click [here](#).

State abbreviation	Agency type	FY	Average hours worked per week	Average hourly wage	Average time to close months no employment	Average time to close months with employment	Employed at application	Employment includes medical insurance
NH	Combined	2015	27.78	12.90	41.8	23.5	954	149

Number closed no employment	Number closed with employment	Number served	Primary support is own income at application	Primary support is own income at closure	Significant disability served	Significant disability employed	Sum costserv no empl	Sum costserv with empl	Total hours	Total wage
1,503	1,042	2,545	775	1,175	2,488	1,005	4,901,649	5,648,938	27,999	13,001

Works more than 35 hrs week	Works more than 35 hrs week SGA	Exited as applicant	Exited during or after_trial work	Exited without employment after IPE	Exited from OOS waiting list	Exited without employment after eligibility	Employment outcomes meeting SGA
395	395	172	4	0	0	1,283	1,008

Source: rsa.ed.gov

View info about New Hampshire

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[» Data Snapshot](#)
[» Grantees](#)
[» VR Grant Award Calculator](#)
[» Reports](#)
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Funding for RSA Programs (in thousands)

Fiscal Year	Basic Vocational Rehabilitation (VR)	Supported Employment (SE)	Independent Living Services for Older Individuals Who Are Blind (OIB)	Client Assistance Program (CAP)	Protection and Advocacy of Individual Rights (PAIR)	Other RSA Programs
2011	\$11,974	\$300	\$225	\$124	\$176	\$51
2012	\$11,880	\$300	\$225	\$124	\$175	\$51
2013	\$11,602	\$300	\$225	\$118	\$166	\$50
2014	\$11,342	\$300	\$225	\$122	\$172	\$17
2015	\$11,411	\$300	\$225	\$132	\$172	\$0
2016	\$10,829	\$300	\$225	\$132	\$172	\$0

Source: rsa.ed.gov

Caseload Size:

FY 2015	FY 2014	FY 2013	FY 2012	FY 2011
129	144	150	150	148

Comparison Data – NH Vocational Rehabilitation and National Averages for Combined States.

How does NH Vocational Rehabilitation compare with other state agencies? Are there any areas that deserve further investigation?

This table provides a variety of information (FY 2011) with both agency totals and national statistics.

National Comparisons (from RSA Annual Reports fy 2011) NEW HAMPSHIRE-C

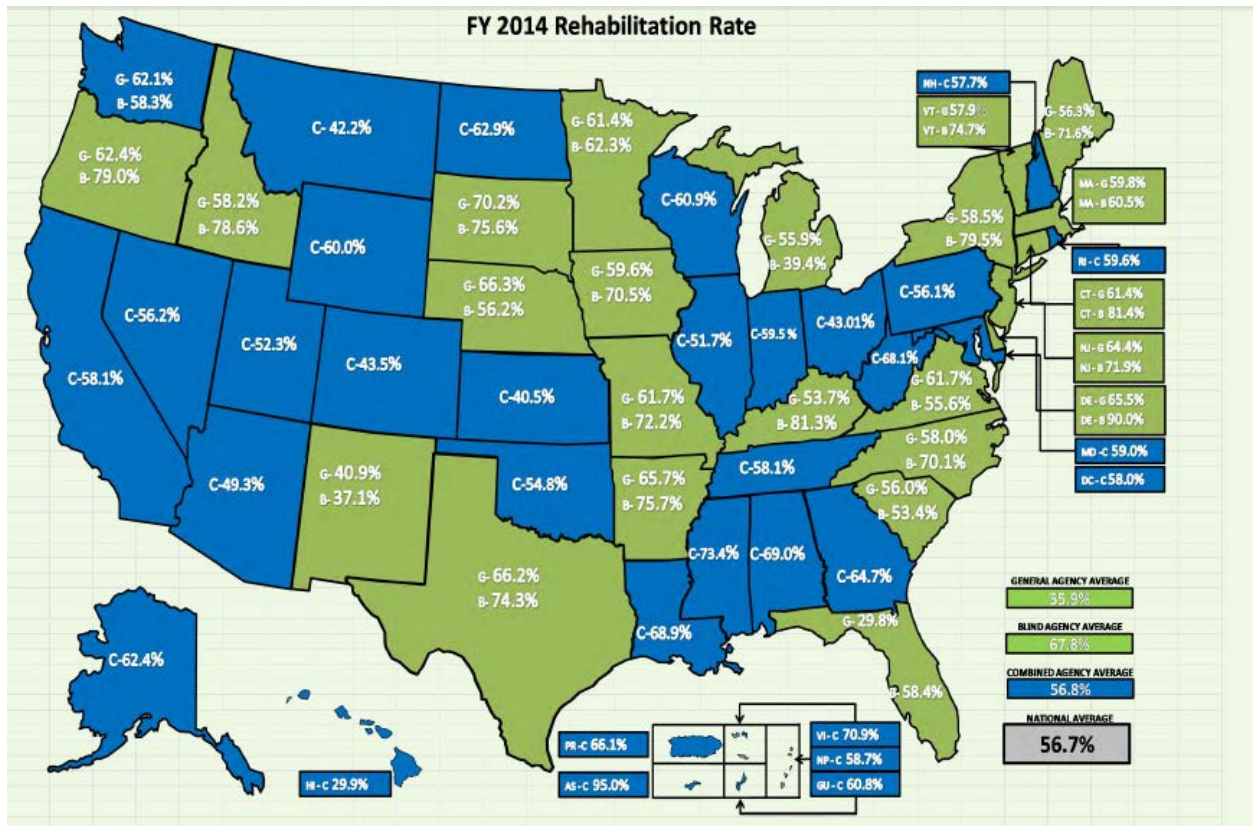
LIST OF INDICATORS	NATIONAL MEAN	AGENCY DATA	AGENCY TYPE MEAN	NATIONAL RANK	TYPE OF AGENCY RANK
1 - NEW APPLICANTS PER \$1 MILLION	143	206	165	11	11
2 - NEW APPLICANTS PER MILLION STATE POPULATION	1,251	2,588	2,383	21	20
3 - NUMBER COMPETITIVE EMPLOYMENT OUTCOMES PER \$1 MILLION SPENT	39	60	46	13	13
4 - NUMBER EMPLOYMENT OUTCOMES PER \$1 MILLION SPENT	42	63	47	11	11
5 - NUMBER EMPLOYMENT OUTCOMES WITH EARNINGS PER \$1 MILLION SPENT	41	60	47	13	13
6 - NUMBER WITH COMPETITIVE EMPLOYMENT OUTCOMES PER MILLION STATE POPULATION	345	756	665	15	15
7 - NUMBER WITH EMPLOYMENT OUTCOMES PER MILLION STATE POPULATION	364	791	689	14	14
8 - NUMBER WITH EMPLOYMENT OUTCOMES WITH EARNINGS PER MILLION STATE POPULATION	355	756	679	17	16
9 - PERCENT ACHIEVING EMPLOYMENT OUTCOMES ACCEPTED FOR SERVICE	36.64	40.17	35.95	40	14
10 - PERCENT ELIGIBLE WITH PREVIOUS CLOSURE (3 YEARS) W/SERVICES	15.84	19.99	16.45	60	40
11 - PERCENT ELIGIBLE INTO OOS	10.01	0.00	12.91	29	27
12 - PERCENT MEAN HOURLY WAGE AT CLOSURE - EMPLOYMENT OUTCOMES W/EARNINGS TO STATE MEAN HOURLY WAGE	66.63	52.48	53.37	56	31
13 - PERCENT MEAN HOURLY WAGE AT CLOSURE - EMPLOYMENT OUTCOMES TO STATE MEAN HOURLY WAGE	53.56	50.17	52.43	55	35
14 - PERCENT MEAN HOURLY WAGE AT CLOSURE - COMPETITIVE EMPLOYMENT OUTCOMES TO STATE MEAN HOURLY WAGE	69.44	52.52	53.88	57	32
15 - PERCENT OF ALL COMPETITIVE EMPLOYMENT OUTCOMES MAKING AMOUNT EQUAL TO FED MIN WAGE X 35 HOURS/WEEK	62.28	58.03	61.52	59	32
16 - PERCENT OF ALL EMPLOYMENT OUTCOMES MAKING AMOUNT EQUAL TO FED MIN WAGE X 35 HOURS PER WEEK	59.23	55.42	59.20	49	32
17 - PERCENT OF ALL EMPLOYMENT OUTCOMES W/EARNINGS MAKING AMOUNT EQUAL TO FED MIN WAGE X 35 HOURS/WEEK	60.88	57.97	60.38	52	30
18 - PERCENT OF ALL EMPLOYMENT OUTCOMES AT OR ABOVE FEDERAL MINIMUM WAGE	95.82	95.49	96.89	44	38

LIST OF INDICATORS	NATIONAL MEAN	AGENCY DATA	AGENCY TYPE MEAN	NATIONAL RANK	TYPE OF AGENCY RANK
19 - PERCENT OF ALL EMPLOYMENT OUTCOMES THAT ARE COMPETITIVE EMPLOYMENT OUTCOMES	94.76	95.49	95.84	41	35
20 - PERCENT OF ALL EMPLOYMENT OUTCOMES WITH EARNINGS	97.52	95.59	98.14	55	45
21 - PERCENT TOTAL EXPENDITURES SPENT ON SERVICES TO INDIVIDUALS	47.43	47.56	46.63	35	26
22 - PERCENT TOTAL EXPENDITURES SPENT ON ADMINISTRATIVE COSTS	11.62	9.26	11.59	61	35
23 - PERCENT TOTAL EXPENDITURES SPENT ON COUNSELING/GUIDANCE	36.94	40.50	38.76	27	24
24 - PERCENT W/O ACHIEVING EMPLOYMENT OUTCOME AFTER ACCEPTANCE FOR SERVICES	31.30	25.44	29.18	31	16
25 - PERCENT ACCEPTED FOR SERVICES WHO RECEIVED NO SERVICES	32.06	34.39	33.89	53	27
26 - MEAN NUMBER OF CLOSED EMPLOYMENT OUTCOMES PER COUNSELOR FTE	18.16	21.27	19.40	22	21
27 - MEAN NUMBER OF CASES CLOSED PER COUNSELOR FTE	60.08	56.16	64.90	33	33
28 - MEAN NUMBER COMPETITIVE EMPLOYMENT OUTCOMES PER COUNSELOR FTE	16.60	19.53	17.85	24	23
29 - MEAN NUMBER OPEN SERVICE RECORDS DURING THE YEAR PER COUNSELOR FTE	163.26	166.80	173.32	56	28
30 - MEAN AGE AT APPLICATION -- ELIGIBLE CASES	35.22	38.33	35.36	47	44
31 - MEAN AGE AT CLOSURE -- ELIGIBLE CASES	37.07	40.25	37.20	49	47
32 - MEAN EXPENDITURE THIS FY FOR SERVICES TO INDIVIDUALS WITH SIGNED IPEs	1,824	1,481	1,781	60	34
33 - MEAN EXPENDITURE THIS FY PER COMPETITIVE EMPLOYMENT OUTCOME	25,341	16,665	27,266	13	13
34 - MEAN EXPENDITURE THIS FY PER EMPLOYMENT OUTCOME	24,014	15,914	25,763	11	11
35 - MEAN EXPENDITURE THIS FY PER EMPLOYMENT OUTCOME WITH EARNINGS	24,626	16,648	26,370	13	13
36 - MEAN WAGE PER HOUR WORKED AT CLOSURE - EMPLOYMENT OUTCOMES WITH EARNINGS	11.67	12.68	11.76	30	11
38 - MEAN HOURLY WAGE AT CLOSURE -- COMPETITIVE EMPLOYMENT OUTCOMES	11.80	12.69	11.87	33	12
39 - MEAN LIFE-OF-CASE COST OF PURCHASED SERVICES -- EMPLOYMENT OUTCOMES W/EARNINGS	5,037	4,393	4,959	27	23
41 - MEAN LIFE-OF-CASE COST OF PURCHASED SERVICES -- ALL EMPLOYMENT OUTCOMES	5,037	4,360	4,956	28	23
42 - MEAN LIFE-OF-CASE COST OF PURCHASED SERVICES -- CASES W/O EMPLOYMENT OUTCOME AFTER SERVICES	2,968	2,495	2,921	25	22
43 - MEAN LIFE-OF-CASE COST OF PURCHASED SERVICES -- COMPETITIVE EMPLOYMENT OUTCOMES	5,039	4,394	4,968	26	23
45 - MEAN TIME (MONTHS) IN VR -- EMPLOYMENT OUTCOMES	24.04	20.66	25.01	24	16
46 - MEAN TIME (MONTHS) IN VR -- NO EMPLOYMENT OUTCOME	17.38	23.38	17.11	62	45
47 - MEAN WEEKLY HOURS WORKED AT CLOSURE -- ALL EMPLOYMENT OUTCOMES	30.28	27.07	30.08	61	44
48 - MEAN WEEKLY HOURS WORKED AT CLOSURE -- COMPETITIVE EMPLOYMENT OUTCOMES	31.20	28.33	30.78	66	43
49 - MEAN WEEKLY HOURS WORKED AT CLOSURE -- EMPLOYMENT OUTCOMES WITH EARNINGS	31.05	28.32	30.64	63	40

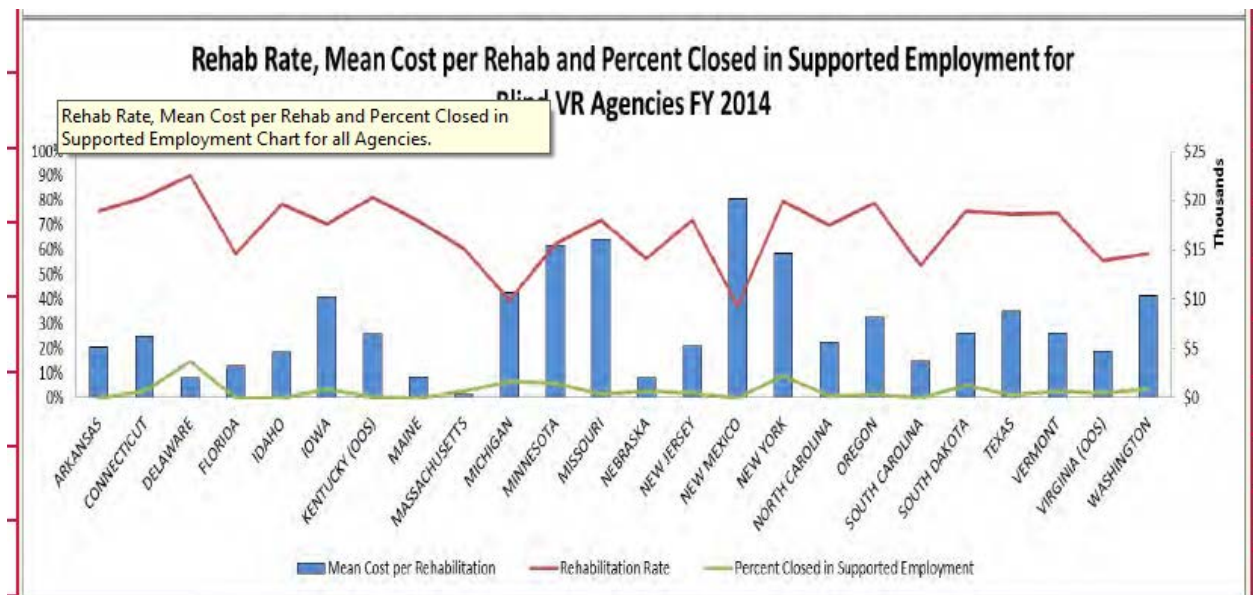
LIST OF INDICATORS	NATIONAL MEAN	AGENCY DATA	AGENCY TYPE MEAN	NATIONAL RANK	TYPE OF AGENCY RANK
50 - MEAN WEEKLY WAGE AT CLOSURE -- EMPLOYMENT OUTCOMES WITH EARNINGS	362.31	359.10	360.25	52	26
51 - MEAN WEEKLY WAGE AT CLOSURE -- ALL EMPLOYMENT OUTCOMES	353.31	343.26	353.91	48	27
52 - MEAN WEEKLY WAGE AT CLOSURE -- COMPETITIVE EMPLOYMENT OUTCOMES	368.06	359.38	365.31	52	26
53 - MEAN WEEKLY WAGE FOR BLIND AND VISUALLY IMPAIRED EMPLOYMENT OUTCOMES	355.04	288.54	389.03	68	43
54 - NUMBER OF ELIGIBLE CASES PER \$1 MILLION SPENT	344	494	397	9	8
55 - PERCENT OF ALL COMPETITIVE EMPLOYMENT OUTCOMES MAKING AMOUNT EQUAL TO STATE MIN WAGE X 35 HOURS/WEEK	61.43	58.03	61	57	31
56 - PERCENT OF ALL EMPLOYMENT OUTCOMES MAKING AMOUNT EQUAL TO STATE MIN WAGE X 35 HOURS PER WEEK	58.22	55.42	58	46	31
57 - PERCENT OF ALL EMPLOYMENT OUTCOMES W/EARNINGS MAKING AMOUNT EQUAL TO STATE MIN WAGE X 35 HOURS/WEEK	59.97	0.58	1	51	29
58 - CASELOAD TURNOVER (PERCENT OF TOTAL ACTIVE CLOSED)	34.05	32.97	36	41	36
59 - ELIGIBILITY RATE	83.08	95.28	84	5	2
60 - RATE - EMPLOYMENT OUTCOME AFTER RECEIVING SERVICES	53.93	61.23	54.88	31	8
61 - RATIO: NUMBER ACCEPTED : NUMBER CLOSED	1.00	1.22	1.02	11	5
62 - STATE AVERAGE WAGE		22.78	21.63		16
63 - STATE PER CAPITA INCOME		45,787	40,564		9
64 - STATE POPULATION		1,318,194	6,063,434		43
65 - NUMBER OF ELIGIBLE CASES OPEN OCT 1 PER MILLION STATE POPULATION	1,955	3,716	3,384	26	24
66 - STATE MINIMUM WAGE		7.25	7.43		15
67 - PERCENT OF EMPLOYMENT OUTCOMES MEETING SUBSTANTIAL GAINFUL ACTIVITY (SGA)	13.04	20.71	12.16	31	7
68 - PERCENT OF SIGNIFICANTLY DISABLED EMPLOYMENT OUTCOMES MEETING SUBSTANTIAL GAINFUL ACTIVITY (SGA)	11.16	15.15	10.50	33	10
69 - SOCIAL SECURITY ADMINISTRATION (SSA) EMPLOYMENT OUTCOMES MEETING SUBSTANTIAL GAINFUL ACTIVITY (SGA)	1.32	1.44	1.02	35	12
70 - UNEMPLOYMENT RATE BY STATE	5.80	5.4	8.00		48
71 - NUMBER RECEIVING SERVICES PER \$1 MILLION SPENT	244.97	316	268.49	15	14
72 - MEAN TIME MONTHS IN VR -- EMPLOYMENT CLOSURE W/EARNINGS	23.87	20.55	24.98	22	15
73 - MEAN TIME MONTHS IN VR -- COMPETITIVE EMPLOYMENT CLOSURE	25.36	21.63	26.24	22	17
74 - PERCENT NEW ELIGIBLES THIS FY WITH SIGNIFICANT DISABILITY FOR THE YEAR	1.10	94.48	89.65	33	25
75 - PERCENT MEDICAL INSURANCE WITH EMPLOYER - ALL EMPLOYMENT OUTCOMES	0.23	25.41	25.28	34	22
76 - PERCENT MEDICAL INSURANCE WITH ANY SOURCE AT APPLICATION - EMPLOYMENT OUTCOMES	1.63	72.48	65.06	36	19
77 - PERCENT MEDICAL INSURANCE WITH ANY SOURCE AT APPLICATION - NO EMPLOYMENT OUTCOME	1.72	66.79	61.66	36	19

LIST OF INDICATORS	NATIONAL MEAN	AGENCY DATA	AGENCY TYPE MEAN	NATIONAL RANK	TYPE OF AGENCY RANK
78 - PERCENT MEDICAL INSURANCE WITH ANY SOURCE AT CLOSURE - EMPLOYMENT OUTCOMES	1.57	74.59	67.79	41	23
79 - PERCENT MEDICAL INSURANCE WITH ANY SOURCE AT CLOSURE - NO EMPLOYMENT OUTCOMES	2.26	56.22	47.88	33	17
80 - COUNSELOR FTEs PER \$1 MILLION SPENT	2.38	3.07	2.62	0	0
81 - PERCENT SSI/SSDI RECIPIENTS AT APPLICATION	26.61	35.34	27.04	55	46
82 - PERCENT SSI/SSDI RECIPIENTS AT CLOSURE - ALL EMPLOYMENT OUTCOMES	23.23	32.69	23.70	54	45
83 - PERCENT SSI/SSDI RECIPIENTS AT CLOSURE - EMPLOYMENT OUTCOMES W/EARNINGS	22.37	30.39	23.10	50	43
84 - PERCENT SSI/SSDI RECIPIENTS AT CLOSURE - COMPETITIVE EMPLOYMENT OUTCOMES	21.60	30.32	22.57	53	45
85 - PERCENT CASES CLOSED WITHOUT EMPLOYMENT OUTCOMES WHICH WERE SSI/SSDI RECIPIENTS AT CLOSURE	37.59	45.50	38.07	48	42
86 - PERCENT SSI/SSDI RECIPIENTS AT APPLICATION WHO ARE NO LONGER ON SSI/SSDI AT CLOSURE	8.70	8.48	9.09	33	24
87 - PERCENT SSI/SSDI RECIPIENTS AT APPLICATION THAT ARE STILL ON SSI/SSDI AT CLOSURE	90.45	91.52	89.36	39	27
88 - PERCENT NOT ON SSI/SSDI AT APPLICATION WHO ARE ON SSI/SSDI AT CLOSURE	3.65	4.65	3.42	46	39
90 - PERCENT OF SSI/SSDI RECIPIENTS THAT MEET SGA AT CLOSURE TO ALL EMPLOYMENT OUTCOMES W/EARNINGS AT CLOSURE	1.35	1.50	1.04	35	11
91 - PERCENT OF SSI/SSDI RECIPIENTS W/EARNINGS MEETING SGA	6.04	4.95	4.91	35	31
92 - PERCENT OF MEAN WAGES OF SSI/SSDI RECIPIENTS W/EARNINGS	61.76	51.86	61.44	16	10
93 - RATIO TOTAL ANNUAL EXPENDITURES TO TOTAL ANNUAL EARNINGS	1.31	0.89	1.44	14	14
94 - TOTAL (ALL CLIENTS) PUBLIC SUPPORT - AT APPLICATION VS CLOSURE	0.30	0.41	0.45	56	29
95 - TOTAL (ALL CLIENTS EXCLUDING THOSE CLOSED FROM APPLICANT STATUS) PUBLIC SUPPORT - AT APPLICATION VS CLOSURE	0.19	0.35	0.33	60	33
				2,894	1,915

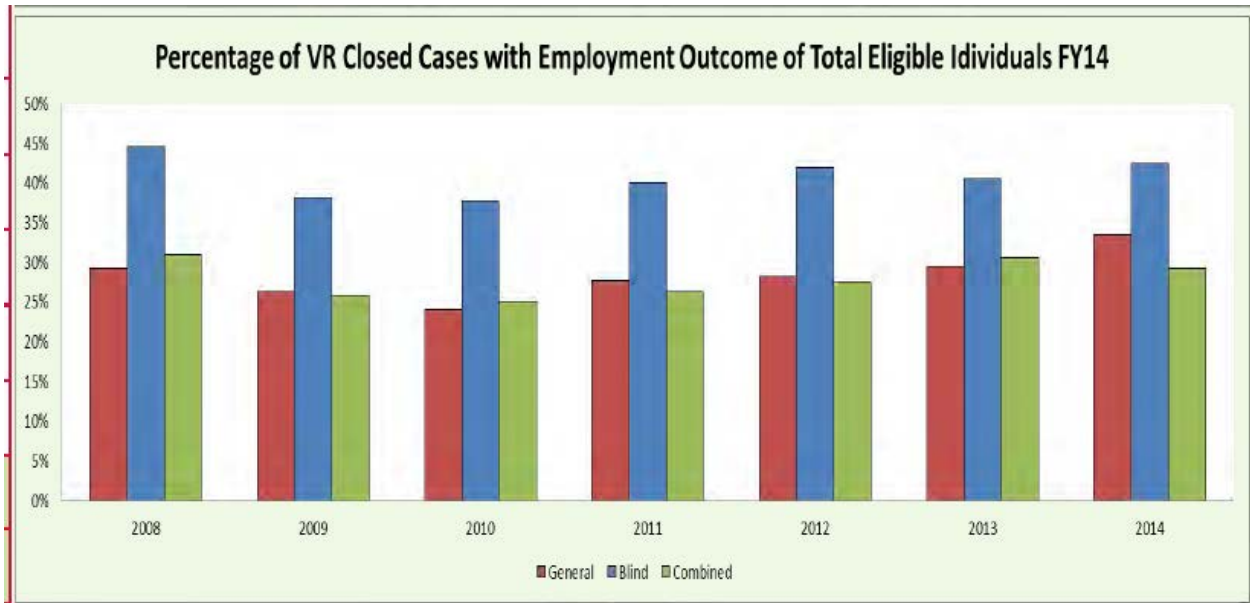
Source: rsa.ed.gov



Source: RSA FY 2014 State VR Performance Report

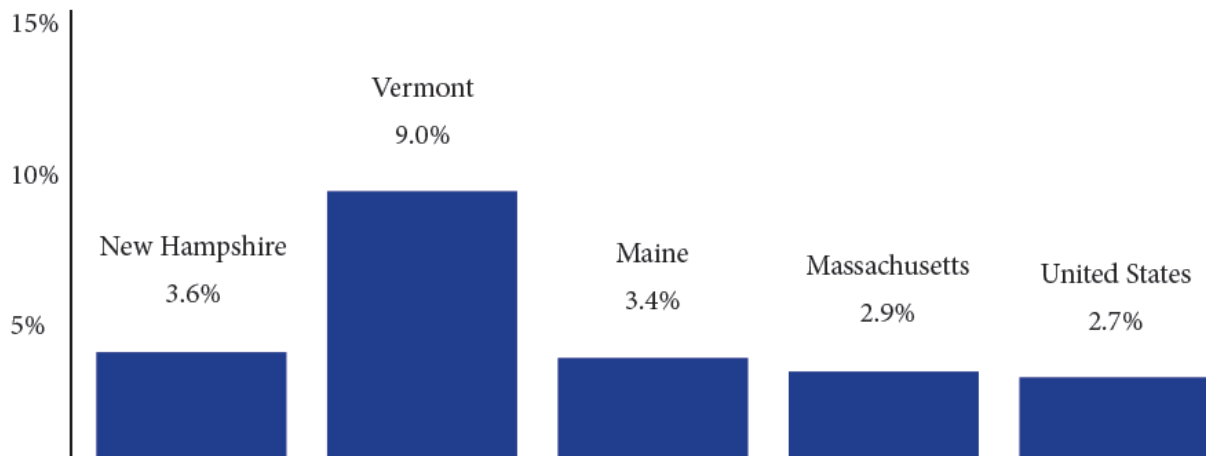


Source: RSA FY 2014 State VR Performance Report



Source: RSA FY 2014 State VR Performance Report

Figure 12: Percent Receiving Vocational Rehab. Services



IOD: Facts & Figures: The 2015 Annual Report on Disability in New Hampshire

Combined Agencies	Number of Eligible Individuals	Number of Eligible Individuals per Million of State Population	Number of Plans	Number of Cases Closed with Employment	Rehabilitation Rate	Percent Transition Age	Percent Working 35 or More Hours per Week	Mean Hourly Wage	Percent Closed in Supported Employment	Mean Cost per Rehabilitation
ALABAMA	9,157	1,888	24,637	4,596	69.08%	48.82%	55.34%	\$10.23	5.68%	\$5,355.27
ALASKA	1,868	2,536	2,081	603	62.42%	24.74%	53.69%	\$14.36	0.66%	\$5,134.04
AMERICAN SAMOA	139	2,461	551	19	95.00%	0.00%	63.64%	\$11.15	0.00%	N/A
ARIZONA (OOS)	5,966	886	10,203	1,224	49.33%	39.10%	45.16%	\$10.91	9.23%	\$12,943.21
CALIFORNIA (OOS)	38,259	986	62,973	12,442	58.13%	41.46%	40.68%	\$11.82	5.92%	\$7,734.62
COLORADO (OOS)	3,785	707	7,131	1,704	43.59%	32.28%	40.26%	\$11.81	7.81%	\$13,101.41
DISTRICT OF COLUMBIA	2,738	4,155	4,866	643	58.08%	30.08%	58.35%	\$12.08	24.73%	\$2,153.08
GEORGIA (OOS)	12,355	1,224	12,293	1,618	64.75%	59.94%	55.59%	\$10.36	11.62%	\$5,320.24
GUAM	271	1,622	293	28	60.87%	47.83%	48.00%	\$11.01	0.00%	\$10,352.96
HAWAII (OOS)	1,862	1,312	3,259	263	29.95%	43.39%	34.80%	\$11.91	3.80%	\$40.04
ILLINOIS (OOS)	17,258	1,340	30,253	5,486	51.77%	51.27%	35.90%	\$10.81	8.04%	\$3,867.13
INDIANA	11,623	1,762	13,981	4,377	59.50%	32.42%	43.51%	\$11.81	22.25%	\$7,426.77
KANSAS (OOS)	5,640	1,942	8,679	1,494	40.55%	29.67%	47.28%	\$10.12	12.25%	\$6,593.60
LOUISIANA (OOS)	9,120	1,961	12,136	2,289	68.99%	32.67%	51.85%	\$11.66	20.97%	\$6,870.38
MARYLAND (OOS)	10,436	1,746	15,306	2,545	59.09%	36.89%	32.13%	\$10.57	27.54%	\$4,706.07
MISSISSIPPI (OOS)	8,660	2,892	15,895	4,569	73.43%	21.63%	69.35%	\$11.65	2.21%	\$4,000.53
MONTANA	3,598	3,515	5,376	860	42.22%	22.88%	44.05%	\$11.70	9.19%	\$6,885.10
NEVADA	3,860	1,360	3,482	938	56.24%	30.40%	46.02%	\$11.84	7.25%	\$515.20
NEW HAMPSHIRE	4,525	3,410	5,100	1,092	57.78%	27.46%	40.40%	\$13.04	5.86%	\$5,623.57
NORTH DAKOTA (OOS)	2,000	2,705	1,603	394	62.94%	44.25%	60.97%	\$13.06	9.90%	\$6,691.02
NORTHERN MARIANAS	80	1,629	181	37	58.73%	20.63%	100.00%	\$13.64	0.00%	\$3,427.51
OHIO (OOS)	23,937	2,065	24,590	4,580	43.01%	35.44%	31.31%	\$10.16	6.55%	\$9,749.35
OKLAHOMA (OOS)	8,073	2,082	12,869	2,200	54.86%	45.36%	61.33%	\$11.07	1.64%	\$7,284.56
PENNSYLVANIA (OOS)	19,348	1,513	54,296	8,546	56.14%	37.90%	53.04%	\$12.33	16.59%	\$6,201.92
PUERTO RICO	11,651	3,283	49,063	3,062	66.16%	71.39%	52.40%	\$8.97	5.06%	\$7,723.52
RHODE ISLAND (OOS)	2,714	2,572	4,864	608	59.61%	38.24%	39.74%	\$11.41	9.87%	\$5,760.64
TENNESSEE (OOS)	10,971	1,675	12,397	2,159	58.13%	44.40%	39.97%	\$9.89	15.56%	\$6,403.56
UTAH	11,810	4,013	20,164	3,699	52.38%	27.77%	61.90%	\$11.55	1.84%	\$5,194.49
VIRGIN ISLANDS	431	4,101	449	44	70.97%	48.39%	65.71%	\$11.63	4.55%	\$12,027.89
WEST VIRGINIA	6,430	3,475	10,476	2,589	68.11%	38.54%	70.19%	\$12.87	3.94%	\$6,396.53
WISCONSIN (OOS)	22,913	3,980	23,808	4,415	60.94%	30.09%	35.61%	\$11.51	9.31%	\$8,033.78
WYOMING	1,779	3,045	3,039	715	60.08%	25.97%	58.60%	\$12.41	8.25%	\$3,878.85
Combined Agency Average	8,539	2,308	14,259	2,495	58.53%	36.29%	51.15%	\$11.54	8.69%	\$6,168.65
National Average	7,231	1,734	11,807	2,293	61.45%	29.82%	49.63%	\$12.92	7.64%	\$5,990.00

Source: RSA FY 2014 State VR Performance Report

1. BASIC-VR: GPRA Measures

Measure 1 - Percentage of State Voc Rehab Agencies that assist Individuals Receiving Services to Achieve Employment

Table of grantee data, by fiscal year with averages by type of agency, latest fiscal year

New Hampshire Division of Career Technology and Adult Learning GPRA Measure 1	FY2009	FY2010	FY2011	FY2012	FY2013	Difference between earliest and latest years	Combined averages for FY2013
Employment Outcomes	1,101	1,043	1,085	1,087	1,162	61	2,855
Individuals Served	1,970	1,676	1,772	1,841	2,077	107	5,592
Percent with Employment Outcomes after Services	55.89%	62.23%	61.23%	59.04%	55.95%	0.06%	—

Note: Standard for Agencies - Blind: 68.9% General and Combined: 55.8%

2. BASIC-VR: GPRA Measures

Measure 2 - Percentage of State Voc Rehab Agencies assisting Individuals with Employment Outcomes to Achieve Competitive Employment

Table of grantee data, by fiscal year with averages by type of agency, latest fiscal year

New Hampshire Division of Career Technology and Adult Learning GPRA Measure 2	FY2009	FY2010	FY2011	FY2012	FY2013	Difference between earliest and latest years	Combined averages for FY2013
Employed Competitively	1,043	996	1,036	1,045	1,110	67	2,779
Employment Outcomes	1,101	1,043	1,085	1,087	1,162	61	2,855
Percent of all Employment Outcomes that were Competitively Employed	94.73%	95.49%	95.48%	96.14%	95.52%	0.79%	97.33%

Note: Standard for Agencies - Blind: 65% General and Combined: 85%

3. BASIC-VR: GPRA Measures

Measure 3 - Percentage of State Voc Rehab Agencies for Individuals Achieving Competitive Employment who have Significant Disabilities

Table of grantee data, by fiscal year with averages by type of agency, latest fiscal year

New Hampshire Division of Career Technology and Adult Learning GPRA Measure 3	FY2009	FY2010	FY2011	FY2012	FY2013	Difference between earliest and latest years	Combined averages for FY2013
Significantly Disabled and Employed Competitively	966	919	950	957	993	27	2,577
Employed Competitively	1,043	996	1,036	1,045	1,110	67	2,779
Percent of Individuals with Competitive Employment who had a Significant Disability	92.62%	92.27%	91.70%	91.58%	89.46%	-3.16%	92.75%

Note: Standard for Agencies - Blind: 90% General and Combined: 80%

4. BASIC-VR: GPRA Measures

Measure 5 - Cost Per Participant

Table of grantee data, by fiscal year with averages by type of agency, latest fiscal year

New Hampshire Division of Career Technology and Adult Learning GPRA Measure 5	FY2009	FY2010	FY2011	FY2012	FY2013	Difference between earliest and latest years	Combined averages for FY2013
Individuals Implementing Plan, On Hand Oct 1	2,625	2,361	2,840	3,478	3,702	1,077	11,291
Individuals Implementing Plan, Beginning This FY	1,764	2,062	2,437	2,103	1,823	59	5,311
FY Allocation	\$12,157,592	\$11,650,039	\$11,973,927	\$11,879,724	\$11,602,384	\$-555,208	\$49,096,950
Cost Per Participant	\$2,770.01	\$2,633.97	\$2,269.08	\$2,128.60	\$2,099.98	(\$670.03)	\$2,957.29

Note: Standard for Agencies - Blind: no more than \$8000 General and Combined: between \$1200 and \$3300

5. BASIC-VR: GPRA Measures

Measure 6 - Cost Per Employment Outcome

Table of grantee data, by fiscal year with averages by type of agency, latest fiscal year

New Hampshire Division of Career Technology and Adult Learning GPRA Measure 6	FY2009	FY2010	FY2011	FY2012	FY2013	Difference between earliest and latest years	Combined averages for FY2013
FY allocation	\$12,157,592	\$11,650,039	\$11,973,927	\$11,879,724	\$11,602,384	\$-555,208	\$49,096,950
Employment outcomes	1,101	1,043	1,085	1,087	1,162	61	2,855
Cost per employment outcome (allocation/ employment outcome)	\$11,042.32	\$11,169.74	\$11,035.88	\$10,928.91	\$9,984.84	(\$1,057.48)	\$17,198.55

Note: Standard for Agencies - Blind: no more than \$38000 General and Combined: between \$6000 and \$16500

6. BASIC-VR: GPRA Measures

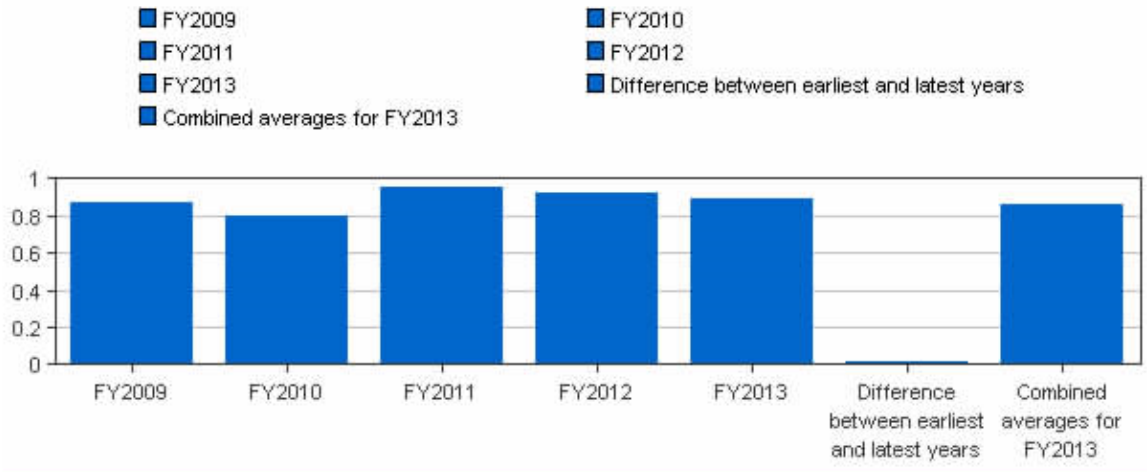
Measure 7 - Consumer Expenditure Rate

Table of grantee data, by fiscal year with averages by type of agency, latest fiscal year

New Hampshire Division of Career Technology and Adult Learning GPRA Measure 7	FY2009	FY2010	FY2011	FY2012	FY2013	Difference between earliest and latest years	Combined averages for FY2013
Assessment, Counseling, Guidance and Placement (I-2A1a)	\$0	\$0	\$0	\$0	\$0	\$0	\$2,128,887
Employed Elsewhere - Assessment, Counseling, Guidance and Placement (I-2A2a)	\$6,030,752	\$6,797,241	\$6,722,292	\$6,760,348	\$5,985,115	\$-45,637	\$21,574,320
Total Expenditures (I-4)	\$16,495,922	\$17,069,069	\$16,598,465	\$17,548,487	\$18,042,506	\$1,546,584	\$67,569,832
Total Section 110 Funds Expended on Services (Amount) (II-14)	\$6,944,859	\$5,010,080	\$7,676,201	\$7,420,101	\$8,725,902	\$1,781,043	\$32,076,387
Expenditures from Title VI B Funds (IV-1)	\$191,617	\$247,872	\$401,381	\$397,261	\$267,165	\$75,548	\$476,095
Expenditures from Other Rehabilitation Funds (IV-2)	\$1,467,930	\$2,078,976	\$972,315	\$1,803,593	\$1,185,033	\$-282,897	\$2,029,917

Consumer Expenditure Rate (II-14 + I-2A1a + I-2A2a) / (I-4 - (IV-1 + IV-2))	0.87	0.80	0.95	0.92	0.89	0.02	0.86
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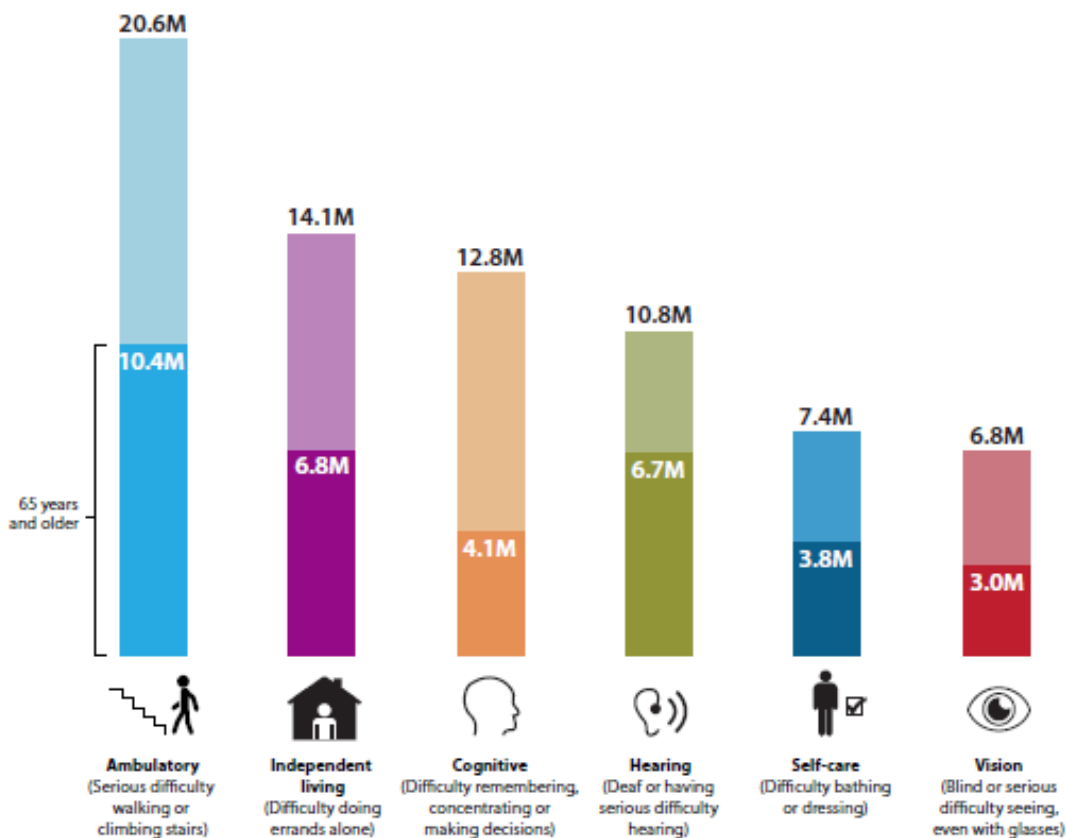
Measure 7 - Consumer Expenditure Rate



Note: Standard for Agencies - Blind: 70% General and Combined: 83%

Prevalence of Disabilities for Ages 18+

Individuals in Millions



United States™
Census
Bureau

U.S. Department of Commerce
Economics and Statistics Administration
U.S. CENSUS BUREAU
census.gov

Source: 2014 American Community Survey
www.census.gov/acs

Youth Employment Rate

The youth employment data below is obtained from the Current Population Survey (CPS), a monthly survey of households conducted by the U.S. Census Bureau for the Bureau of Labor Statistics. The disability employment data are not seasonally adjusted; therefore, the data is not adjusted for school closings like summer break. Nevertheless, these numbers provide a snapshot of the national employment rate of youth for 2014.

August 2014 — Youth Employment Rate (%)		
Age 16 to 19	Disability	No Disability
	16.6	29.9
Age 20 to 24	Disability	No Disability
	31.6	65.0
July 2014 — Youth Employment Rate (%)		
Age 16 to 19	Disability	No Disability
	14.2	34.0
Age 20 to 24	Disability	No Disability
	35.0	67.0
June 2014 — Youth Employment Rate (%)		
Age 16 to 19	Disability	No Disability
	12.0	31.5
Age 20 to 24	Disability	No Disability
	31.2	65.9
May 2014 — Youth Employment Rate (%)		
Age 16 to 19	Disability	No Disability
	15.1	27.3
Age 20 to 24	Disability	No Disability
	30.2	63.9
April 2014 — Youth Employment Rate (%)		
Age 16 to 19	Disability	No Disability
	12.9	26.0
Age 20 to 24	Disability	No Disability
	30.4	63.5
March 2014 — Youth Employment Rate (%)		
Age 16 to 19	Disability	No Disability
	13.2	34.2
Age 20 to 24	Disability	No Disability
	25.7	63.1
February 2014 — Youth Employment Rate (%)		
Age 16 to 19	Disability	No Disability
	10.5	24.1
Age 20 to 24	Disability	No Disability
	31.1	61.9
January 2014 — Youth Employment Rate (%)		
Age 16 to 19	Disability	No Disability
	10.0	24.6
Age 20 to 24	Disability	No Disability
	30.1	61.6

Ages 16 to 20 years

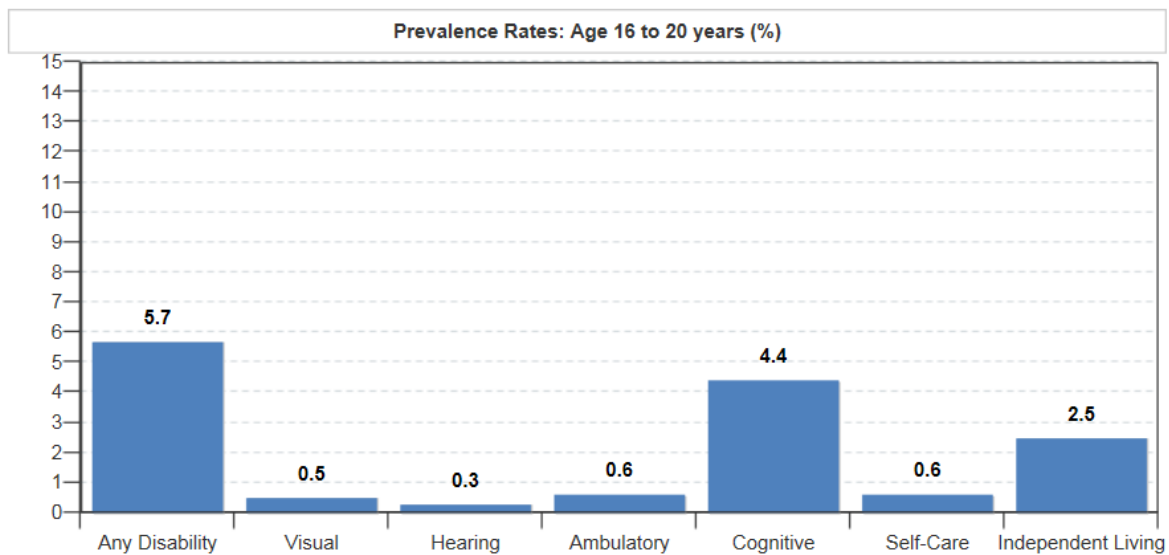
Prevalence: Ages 16 to 20 years 5.7%

Quick Statistics

- In 2013, the overall percentage (prevalence rate) of people with a disability ages 16 to 20 in NH was 5.7 percent.
- In other words, in 2013, 5,100 of the 89,200 individuals ages 16 to 20 in NH reported one or more disabilities.
- In NH in 2013, among the six types of disabilities identified in the ACS, the highest prevalence rate was for "Cognitive Disability," 4.4 percent. The lowest prevalence rate was for "Hearing Disability," 0.3 percent.

Prevalence of disability among non-institutionalized people ages 16 to 20 in New Hampshire in 2013

Prevalence of disability among non-institutionalized people ages 16 to 20 in New Hampshire in :



Disability Type	Percent	MOE	Number	MOE	Base Population	Sample Size
Any Disability	5.7	1.78	5,100	1,630	89,200	981
Visual	0.5	3.29	400	490	89,200	981
Hearing	0.3	3.29	300	400	89,200	981
Ambulatory	0.6	3.29	500	510	89,200	981
Cognitive	4.4	1.58	3,900	1,440	89,200	981
Self-Care	0.6	3.29	500	510	89,200	981
Independent Living	2.5	1.19	2,200	1,070	89,200	981

Source: U.S. Census Bureau, 2013 American Community Survey

Finding a job may be harder for transition-aged youth. A report by the Annie E Casey Foundation cited that nationally youth employment is at its lowest level since World War II with only half of young people holding jobs in 2011. This lack of employment may lead to lasting consequences as youth who miss out on early work experience are more likely to endure later unemployment and are less likely to achieve higher levels of career attainment. Those shut out of the labor market for considerable periods, especially in the early stages of their careers have seen reduced prospects in later connections to jobs and job opportunities.

Source: Youth and Work: restoring teen and young adult connections to opportunity

According the NH Bureau of Economic and Labor Market Information, New Hampshire youth ages 16 to 19 have experienced major shifts in employment patterns over the past four years. First, the number of youth who usually work full time has dropped. Second, the third quarter spike in the number of youth working full time (which essentially doubles the number working full time during

other parts of the year) virtually disappeared in 2010 and 2011. The third quarter employment spike reappeared in 2012, but rose only to slightly over half of pre-recession levels. Throughout this period, the youth labor force participation rate dropped by about ten percentage points, but through the first two quarters of 2013, the rate has risen slightly above 2007 levels. Yet, because of the current labor market, with limited openings and intense competition between workers of all ages, the traditional seasonal job market for youth has dissipated. Although youth are participating in the labor force, the number who are working full-time is not rising as fast. Persons with little or no experience may still have a difficult time getting “a foot in the door” despite the expectation that a little under half of the projected job openings over the next year or so will require short-term on-the-job training, but no postsecondary education.

Out of the 22,536 projected job openings in New Hampshire from fourth quarter 2012 to fourth quarter 2014, 10,357 openings are for jobs that typically require short-term (one month or less) on-the-job training, a high school diploma or less education, and no previous work experience. Training and increased opportunities for internships are pivotal in the quest for placement of youth in employment and reemployment of the long-term unemployed.

Source: NH Division of Employment and Labor Market Information

On a positive note, recent state initiatives to promote education have reduced the dropout rate. According to the New Hampshire State Department of Education, the cohort rate (defined by the New England Secondary School Consortium in parallel with national definitions) was 3.08 percent for the 2011-2012 school year, down from 3.30 percent for 2010-2011. These initiatives, in combination with lack of employment opportunities in New Hampshire’s labor market for youth, have encouraged many young people to stay in school. Future employment opportunities will continue to be linked to education and training beyond high school.

Demographics: While other areas of the state show an older population, children represent a significantly larger proportion of the population in southeastern NH, with the highest proportion of those under 18 residing near the Massachusetts border. Because this region incorporates Boston’s suburban sprawl and includes Manchester, Nashua and the Seacoast, it attracts and retains a significant family-age population.

Diversity: Diversity in the child population is increasing more rapidly than that of the adult population, areas where minority children represent a significant proportion of all children are more numerous. This was seen in the 2010 data that revealed 12.2 percent of the NH child population belonged to a minority compared to 6.3 percent of the adult population. These children are not spread evenly across the state. In the Concord-Manchester-Nashua corridor, there are places where the populations of minority children exceed 40%. Concentrations of minority children are largest in the City of Manchester, where 30 percent of children belong to a minority.

Poverty: Because poverty levels are highest for children, a careful look at this most vulnerable of populations is critical. The child poverty situation in the City of Manchester highlights the fact that even in a state with the lowest child poverty rate in the country, pockets of high child poverty exist. In the City of Manchester, 24 percent of all children are below the poverty line. This represents a striking contrast with Nashua, where only 10.5 percent of children are in poverty or in suburban areas of Hillsboro County where less than 5% of the children are in poverty. Data for 1989 and 1999 suggest that there have long been disparities in poverty levels, though the situation in Manchester appears to have worsened over the last decade.

Reference: Carsey Institute

Agency data relative to transition

	FY 2015	FY 2014	FY 2013	FY 2012	FY 2011
Number of clients in caseload under 21	762	1053	909	1139	1418
Referrals who were under 21	462	949	637	664	731

Increase educational attainment, employment and self-sufficiency of transition-aged youth. (In NH for the data related to transition youth, the agency includes individuals referred to the agency who are 21 or younger at time of referral).

NHVR will demonstrate equal or improved performance when compared to the baseline for the following measurable indicators:

Number of new applications from transition students. A baseline was determined utilizing FY 09 data. (N=602)

FY 2015	FY 2014	FY 2013	FY 2012	FY 2011
543	664	637	664	731

Number of new IPEs for transition students. NEW Plans for Employment

FY 2015	FY 2014	FY 2013	FY 2012	FY 2011
334	364	325	340	485

Rehabilitation rate for transition students. Rehab Rate

FY 2015	FY 2014	FY 2013	FY 2012	FY 2011
42%	50	48%	50%	52%

Of transition students who achieve competitive employment, the difference between the percent who reported their own income as the largest single source of economic support at closure compared to the percent at application.

Single source

FY 2015	FY 2014	FY 2013	FY 2012	FY 2011
81%	78	85	82%	75%

Average hourly wage of transition students rehabilitated.

Hourly wage

FY 2015	FY 2014	FY 2013	FY 2012	FY 2011
9.37	9.67	9.38	\$9.28	\$9.00

In FY 2012 the number of transition-aged students participating in a post-secondary training program following graduation was 129.

- FY 2013 171 students participated in a post-secondary training program following graduation
- FY 2014 149 students participated in a post-secondary training program following graduation
- FY 2015 117 students participated in a post-secondary training program following graduation

Agency Staff talk about Transition

Staff were surveyed at our December 2015 meeting relative to the needs in serving this population, included in the responses were:

Resources are needed to provide pre-employment transition services, such as

- Expanding capacity for assistive technology
- Increased resources to help with decision making skills, navigate and advocate
- Step-by-step transition, true transition to adult services
- Adequate transportation/transportation training
- Explore mentor programming
- Create school work-related internships and other support & partnership for learning
- More vendors to create opportunity for learning jobs
- NHES partnership w/employers & NHVR
- Statewide list of apprenticeships available to students eligible for VR services
- CRP's more tuned in to needs of students; internships
- Information and advocacy for families
- Area agency involvement
- Schools need more education about pre-employment services
- Setting standards – vetting vendors – training them

The table below identifies the IEP students reported by schools in NH by age group. Gathering numbers of students in 504 plans has been a more difficult number to obtain. There is no state collection of these numbers. The agency is in the process of querying schools individually to obtain accurate counts.

New Hampshire Department of Education
Statewide Census by Disability
as of October 1, 2015

AGE	AUT	DB	DD	ED	HI	MD	ID	OHI	OI	SLD	SLI	TBI	VI	Total
3	78	2	351		10	2		33	3	1	417	1	7	905
4	125	1	470		19	9		43	8		558		4	1,237
5	130		497		13	5	1	47	2	1	487	1	9	1,193
6	147	1	604	18	11	12	3	103	5	23	447	5	4	1,383
7	131		552	28	16	17	5	186	3	171	389	3	9	1,510
8	170	1	485	61	12	23	12	286	2	478	371	2	11	1,914
9	160		219	89	16	21	40	377	5	817	339	4	9	2,096
10	191			133	15	31	45	489	6	1,012	295	5	9	2,231
11	206			186	22	25	48	485	3	1,010	246	5	15	2,251
12	209			170	11	26	76	474	1	973	176	4	10	2,130
13	211			223	11	29	68	472	5	989	190	6	7	2,211
14	217			222	10	28	69	486	5	951	167	9	10	2,174
15	224	2		269	24	30	83	509	5	937	122	4	5	2,214
16	179			300	15	27	73	558	5	918	108	4	7	2,194
17	161	1		282	11	23	70	481	7	815	113	6	5	1,975
18	83	1		96	5	21	80	160		300	44	5	6	801
19	53			21	2	22	61	39	2	40	4	4	2	250
20	39	1		9		23	41	15		3	5	1		137
Total	2,714	10	3,178	2,107	223	374	775	5,243	67	9,439	4,478	69	129	28,806

Disability Legend by Race:

	AM	AS	BL	HI	MU	PI	WH	Total	%
AUT AUTISM	7	68	74	101	1	6	2,457	2,714	9.42%
DB DEAF-BLINDNESS							10	10	0.03%
DD DEVELOPMENTAL DELAY	11	50	103	180	1	5	2,828	3,178	11.03%
ED EMOTIONAL DISTURBANCE	10	5	92	79	1	2	1,918	2,107	7.31%
HI HEARING IMPAIRMENTS	2	12	5	17			187	223	0.77%
MD MULTIPLE DISABILITIES	1	9	14	11		1	338	374	1.30%
ID INTELLECTUAL DISABILITY	3	13	38	46			675	775	2.69%
OHI OTHER HEALTH IMPAIRMENTS	15	42	165	180		3	4,838	5,243	18.20%
OI ORTHOPEDIC IMPAIRMENTS	1	3	1	4			58	67	0.23%
SLD SPECIFIC LEARNING DISABILITIES	44	79	304	502	1	6	8,503	9,439	32.77%
SLI SPEECH OR LANGUAGE IMPAIRMENTS	20	99	129	209	2	10	4,009	4,478	15.55%
TBI TRAUMATIC BRAIN INJURY		2	4	4			59	69	0.24%
VI VISUAL IMPAIRMENTS		3	7	4		1	114	129	0.45%
Grand Total	114	385	936	1,337	6	34	25,994	28,806	100.00%

Student Gender

F	33.90%	9,765
M	66.10%	19,041
		<u>28,806</u>

Race Legend is:

AM	AMERICAN INDIAN OR ALASKA NATIVE	0.40%
AS	ASIAN	1.34%
BL	BLACK (NOT HISPANIC)	3.25%
HI	HISPANIC/LATINO	4.64%
MU	MULTIPLE RACES	0.02%
PI	NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER	0.12%
WH	WHITE (NOT HISPANIC)	<u>90.24%</u>
		<u>100.00%</u>

Social Security Administration Data

Social Security Disability Insurance

As of December 2012, in New Hampshire, 52,390 individuals received SSDI benefits, which represents about 60.9% of the New Hampshire population with disabilities ages 18 to 64. As shown in Figure 10, this percentage is quite a bit higher than the 47.6% in the United States, but similar to the percentages in our neighbors: 55.8% in Vermont, 56.9% in Maine, and 58.7% in Massachusetts.

Supplemental Security Income

As of December 2012, in New Hampshire, 18,354 individuals received SSI payments based on disability or blindness, which represents about 18.6% of the New Hampshire population with disabilities ages 18 to 64. In contrast to the SSDI program, this percentage is quite a bit lower than the 29.8% in the United States and in our neighbors: 28.6% in Vermont, 26.4% in Maine, and 35.8% in Massachusetts, as shown in Figure 11. This pattern is likely related to New Hampshire's relatively low poverty rate, which is available at the bottom of Table 2. IOD

Figure 10: Percent Receiving SSDI

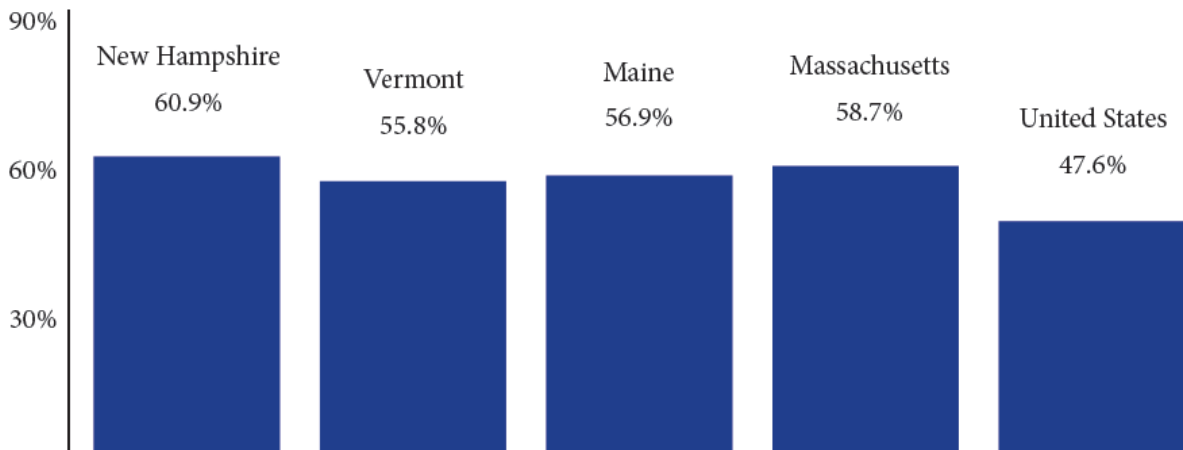
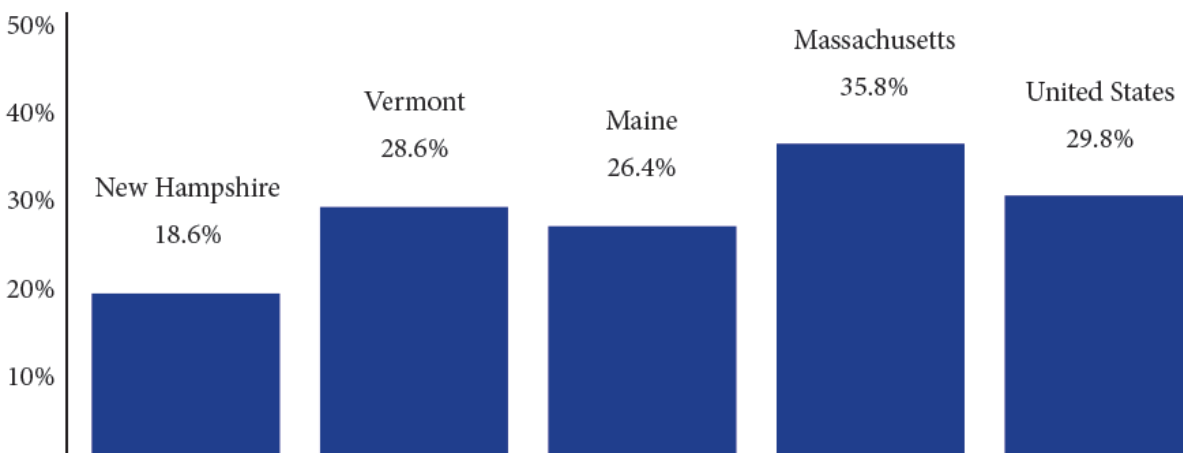


Figure 11: Percent Receiving SSI under Age 65



SSI Recipients by State and County, 2015

New Hampshire

Table 3.
Number of recipients in state (by eligibility category, age, and receipt of OASDI benefits) and amount of payments, by county,
December 2015

County	ANSI Code	Total	Category		Age			SSI recipients also receiving OASDI	Amount of payments (thousands of dollars) ^a
			Aged	Blind and disabled	Under 18	18–64	65 or older		
Total, New Hampshire	33	19,588	885	18,703	2,514	14,935	2,139	6,515	10,477
Belknap	33001	1,096	27	1,069	151	855	90	361	588
Carroll	33003	737	17	720	77	600	60	235	401
Cheshire	33005	1,265	35	1,230	193	956	116	487	673
Coos	33007	909	19	890	89	740	80	349	470
Grafton	33009	1,032	33	999	132	794	106	352	532
Hillsborough	33011	7,233	486	6,747	1,019	5,274	940	2,343	3,988
Merrimack	33013	2,172	98	2,074	249	1,673	250	673	1,166
Rockingham	33015	2,275	103	2,172	250	1,791	234	699	1,158
Strafford	33017	2,049	54	1,995	225	1,634	190	743	1,067
Sullivan	33019	820	13	807	129	618	73	273	435

SOURCES: Social Security Administration, Master Beneficiary Record and Supplemental Security Record, 100 percent data; and U.S. Postal Service geographic data.

NOTE: ANSI = American National Standards Institute.

a. The state payment total does not equal the sum of the rounded county totals.

CONTACT: (410) 965-0090 or statistics@ssa.gov.

Supported Employment

In the area of supported employment, the agency has developed relationships with both the State Community Developmental Services Administration and the State Community Mental Health Services Administration. The relationships are designed to enhance the collaboration of rehabilitation, case management and vocational service provider personnel with eligible individuals and their families regarding the implementation and continuation of individualized supported employment.

NH Vocational Rehabilitation sees a need to continue to provide training and technical assistance according to identified need with existing resources, including the development of new strategies and the refinement of existing structures to encourage full integration.

Over the past few years, policy issues and funding concerns have impacted the mental health system and some of the initiatives they had been working to put into place.

	FY 2015	FY 2014	FY 2013	FY 2012	FY 2011
Number of individuals served identified as supported employment	862	723	859	772	769
Number of individuals successfully employed with a supported employment outcome	120	112	96	81	49

Survey: In the previous needs assessment, NHVR counseling staff were asked to complete a survey to assess the use and comfort level of providing supported employment services to customers of the agency.

The overall comfort level of providing supported employment services among those responding to the survey was 62.7% responded that they were either very comfortable or comfortable. Staff surveyed identified a number of areas where staff felt uncomfortable around the supported employment process and/or requested additional training. These included:

- Provision of long-term supports, particularly in instances where there was no identified long-term funding agency (use of natural supports and other sources for the provision of supports)
- CRP training in supported employment and the development of supports
- Process for transferring to the long-term support source

An informal poll was taken during the summer of 2016 of staff and there was a consensus that this area continues to need additional training and support particularly in the areas mentioned above as well as changes that are required by the new program regulations (published in the federal register 8/19/2016).

Customer Satisfaction Survey

How do customers perceive services received from NHVR? What are the areas of concern identified? What areas of need are identified?

The agency in collaboration with the State Rehabilitation Council engaged RKM Research & Communications to conduct a customer satisfaction survey on behalf of the agency and the council each of the three years of the assessment period. The survey used was designed to allow vocational rehabilitation customers the opportunity to provide feedback about the agency through which they are currently receiving services or had received services in the past.

Those offered to participate in the survey were chosen randomly from those who had completed the program successfully, those who did not successfully complete the program and those who were currently receiving services. The survey was administered as a telephone survey.

Information about the total number of surveys completed each program year (PY) is below:

	PY 2014	PY 2013	PY 2012	PY 2011	PY 2010
Successfully Completed	193	157	155	202	201
Currently enrolled	302	286	298	178	279
Were unsuccessful in achieving their employment goal	70	66	49	60	76
Total completed surveys	565	509	502	440	556

PY 2015 is currently being completed and results are not yet available

Overall American Customer Satisfaction Index Score

	2014	2013	2012	PY 2011	PY 2010
ACSI	78	77	78	78	76

Reason many customers enroll in the program: To the question 'What are the specific reasons why you enrolled in the VR program?'-- the primary reason noted was to get a job

Reasons provided	PY 2014	PY 2013	PY 2012	PY 2011
Get a job	52%	60%	60%	60%
Get a better job	18%	27%	32%	21%
To continue their education	18%	18%	19%	21%

Other reasons noted for coming to VR included: a device for work, learning to read, living independently, device for mobility, and rehabilitation services.

Top reasons provided for not completing the VR program (respondents who did not complete the VR program were asked why they stopped using VR services)

	PY 2014	PY 2013	PY 2012	PY 2011
Found a Job	15%	15%	16%	
Health or personal problems	27%	35%	43%	20%
Services did not help	15%	15%	16%	20%
Felt they were dropped by VR or their counselor	8%	8%	0%	7%
Dissatisfied with the services they were receiving	13%	14%	10%	10%
Dissatisfied with counselor	12%	12%	4%	3%

Other reasons noted included: in school/training, and no longer needed.

When asked how satisfied are you with the services you received through VR:

	PY 2014	PY 2013	PY 2012	PY 2011
Completely Satisfied	42%	44%	48%	46%
Very Satisfied	24%	32%	26%	29%
Total Completely and Very Satisfied	66%	76%	74%	75%
Moderately	16%	13%	12%	14%
Only somewhat	8%	5%	9%	7%
Not at all satisfied	8%	6%	5%	4%

How could VR improve its services to better meet your needs?

	PY 2013	PY 2012	PY 2011
More help finding a job	30%	31%	20%
More attention to individual needs	33%	29%	20%
More help getting education/training	33%	30%	18%
Better communication with counselors/staff	26%	23%	18%
More counselors / staff	27%	26%	17%
Better/more follow-up	29%	27%	17%
Less paperwork / bureaucracy	20%	20%	16%
Unable to identify any means of improvement	29%	29%	34%

Other ideas for improvement included: more convenient locations, provide transportation, more opportunities/services, speed up process of getting services, and better counselors/staff.

Transition Specific Population

Did you have a job or internship while in high school

	PY 2014	PY 2013	PY 2012
Yes	52%	53%	51%
No	48%	45%	49%

Did you plan to continue your education after high school

	PY 2014	PY 2013	PY 2012
Yes	61%	72%	74%
No	30%	22%	21%

Have you pursued your education after you completed high school

	PY 2014	PY 2013	PY 2012
Yes	37%	50%	57%
No	53%	42%	30%

PY 2012 – 34% community college; 14% 2-year college; 9% 4-year college

PY 2013 – 24% community college; 18% 2-year college; 8% 4-year college

PY 2014 – 19% community college; 11% 2-year college; 7% 4-year college

Overview of Findings and Discussion

Services Received by Customers

- More than three-fourths of VR customers applied to advance their occupation – either to get a job, advance in a job or receive services, such as a device, to maintain a job.
- Overall VR customers rate counselors and staff highly
- Most customers did not state having a negative experience in the VR program (2009; 2010)
 - 2014 – only 35% of respondents noted that they had a negative experience while participating in VR services while 81% of respondents recalled having a positive experience in the VR program
 - 2013 - only 35% of respondents noted that they had a negative experience while participating in VR services while nearly three-quarters of respondents recalled having a positive experience in the VR program
 - 2012 – while 36% of respondents noted that they had a negative experience while participating in VR services, 80% recalled having a positive experience in the VR program

Measures of Overall Satisfaction

- VR services met or exceeded the expectations of many customers; more than three-fourths of those surveyed recall having a positive experience in the VR program

- Most respondents received high emotional value from VR services
- VR services were rated highly by many customers
- VR received a strong ACSI score, particularly among customers who achieved their goals in the program

Evaluation of Specific Aspects of the Agency and the Services Provided

- More than three-fourths of VR customers reported the services helped them achieve at least some of their goals
- Many VR customers noted that they achieved greater independence after participating in VR services

Problems and Areas for Improvement

- Dissatisfaction with VR services is the most common reason for not completing the program, followed by dissatisfaction with a counselor and health or personal problems
- Health or personal problems is the most common reason for not completing the program, followed by the services not helping and a feeling of dissatisfaction with the program including a feeling of being dropped by VR or by the counselor.
- The majority of those surveyed noted that they were not aware of the Client Assistance Program – 72% in Program year 2014

Public Forums

Forums

Six public forums were held throughout the state in 2014 and 2015 of this assessment period. The purpose of these events was to provide an opportunity for assessing the rehabilitation needs of individuals with significant disabilities residing in the state, receiving comments and recommendations to update the rehabilitation and career needs of individuals with significant disabilities residing in the state and the need for supported employment services. Individuals included in the forums included customers of vocational rehabilitation, community rehabilitation program staff, disability advocacy and service agencies, NH Workforce Investment partners, and school personnel. Notification of the forums was disseminated via direct mail and listserves to the above groups. Public notices were placed in strategic newspapers as well as press releases and public service announcements were distributed to print and other media in New Hampshire.

Assessment data was sought from various individuals, groups and agencies including individuals who experienced and/or worked with individuals with the most significant disabilities, including the need for supported employment services; individuals with disabilities who are minorities; individuals who have been unserved or underserved by the vocational rehabilitation program; individuals served through other components of the statewide workforce system and individuals served through Community Rehabilitation Programs (CRPs).

Comments received from these targeted areas described barriers and needs similar to previous years:

Individuals who experienced and/or worked with individuals with the most significant disabilities, including the need for supported employment services. Examples of responses received:

- Transportation
- Benefits counseling assistance
- Agency should improve counselors' knowledge and awareness in the areas of accommodations including rehabilitation technology
- Continuing education for counselors on disability areas and the continuing research and developments in rehabilitation
- Better relations with businesses and employers
- Expanded options for customized and creative solutions for employment
- Ticket to Work and expanded options for individuals
- Continue to build relationships with Mental Health Centers and Area Agencies

Individuals with disabilities who are minorities. examples of responses received:

- Continued agency efforts in outreach to culturally diverse populations
- Accessible services, including interpreters and forms

Individuals who have been unserved or underserved by the vocational rehabilitation program; examples of responses received:

- Additional training for counselors in specific disability areas, including mental illness and acquired brain injury
- Additional outreach and information to individuals who experience mental illness; acquired brain injury and deafness

Individuals served through other components of the statewide workforce system; Examples of responses received:

- Agency should continue to have a presence in the One Stop Centers
- Agency should continue to work collaboratively with other systems and agencies to provide services to customers

And individuals served through Community Rehabilitation Programs (CRPs):

- Recommended increased oversight of CRPs
- Training to assure CRPs working with NHVR customers have the skills and resources necessary
- Capacity building
- Counselor should maintain more regular contact with the customer when the customer is working with a CRP
- Customers' access to CRP reports
- Issues should be brought to the attention of the counselor when they occur

Comments on the services provided by the agency fell into several categories:

- General questions about the agency and its services
- Communication and the need for maintaining contact
- Working with Community Rehabilitation Programs
- Funding
- Ideas for improving services
- Interagency relationships
- Transition
- Rehabilitation needs
- Service provision

The rehabilitation needs identified within the forums fell into several broad categories. The findings identified the following areas of rehabilitation needs for persons with disability in NH:

- Awareness
- Education
- Outreach
- Access
- Collaboration
- Transition
- Housing
- Transportation
- Rehabilitation Technology/Assistive Technology

- Transition
- Placement
- Information and Referral/Resources
- Staff Development
- Training

Survey (Survey Monkey)

In addition to inviting customers, community rehabilitation programs, workforce investment partners, school personnel and other disability community members to participate in the public forums, than online survey was available to gather public comment each of the three years of the assessment.

The survey instrument was developed by the SRC State Plan Committee in conjunction with the VR leadership. The information obtained was reviewed along with the responses from the surveys and similar trends and issues emerged.

In 2014, 34 individuals responded to the survey; and 20 individuals responded in 2015. The survey was available in 2016, however was not publicized in the same manner as previous years and only gathered a response from one individual.

Primary respondents to the survey were persons with disability.

Year	Sample Size	Person with Disability
2016	N=1	100%
2015	N=20	95%
2014	N=34	50%

The results from these surveys were included with the information collected through the public forums held around the state.

April/May 2014: In consultation with the Region 1 TACE Center, a series of forums was scheduled for the purpose of gathering information and feedback from front line VR staff about the kinds of support and supervision needs that will result in the best services for customers of the agency.

RESULTS

The results of the six forums are being presented as important themes that reflect the current reality inside the VR agency. The hope is that next steps will be to establish plans to meet needs connected to these themes. A process for developing and executing these plans will need to be developed and communicated to all.

Information Themes

The area of agency policy and service delivery guidelines was a strong theme in the information domain. The desire for clear and consistent application of agency policy was felt to be essential. Concern was expressed that customers' experiences differed from office to office and that this issue needs to be explored further. Methods of involving front line staff in policy development, review and change were deemed to be critical. A system of scheduled policy reviews was an idea that came out of one of the forums.

On a more basic level, workers in some forums expressed a need for clear information about office coverage, appointments, and schedules which are critical for successful office operations. Several staff members have begun using scheduling software (primarily Outlook) as an effective tool.

Information flow was a theme that surfaced often. Front line workers experience the flow as primarily "top down" which raises the question of how can information flow be assured from "bottom up" as well "across" the system. An important theme centered on checking the effectiveness of information flow.

In this same vein, front line workers seek new ways of gathering and conveying information about a broad range of topics. Email or surveys are the most common method currently but do not always convey full meaning or understanding. A desire for more face to face methods and more personal interaction emerged in the forums.

Finally, because of the themes identified above, the relationship between the Central Office and the field was felt to be in need of strengthening. Staff in field offices wonder if Central Office staff members understand the nature of their work and staff in the Central Office wonder if the field workers understand the nature and requirements of their work. This lack of

understanding contributes to poor communication and in more extreme cases builds a “culture of blame” when things are not going well.

It was clear from listening to members of the various groups that the perceptions of what information was needed for job success varied with role and function. What also seemed apparent was that workers in different roles may lack awareness or understanding of the information critical to others.

Support Themes

The availability and consistency of supervision for VR Counselors (VRCs), both in terms of learning the technical aspects of the job as well as solving clinical challenges was a consistent theme. Counselors rely heavily on peers for learning and support and this seems to have resulted in the development of strong working relationships which are valued by staff. Morale is clearly affected when counselors do not have ready access to a supervisor for support and direction. This is especially true for new counselors.

While this problem will not be news to people who work in the agency, our experience listening to front line workers in the forums revealed two things: the impact of this problem has the potential to create significant problems recruiting and retaining VRCs and front line workers are creating ways to address this problem through peer support and informal mentoring relationships. Concern was expressed by many in the forums about the way new counselors are assigned a caseload - the idea of a slower phase in with a lot of local support is the preferred approach versus having new counselors begin contacting clients on a caseload immediately that feels to some like a kind of “sink or swim” approach.

Finding new ways to organize and structure peer support teams and counselor mentors to work in concert with formal supervisors is a concept that many at the forums seemed willing to explore and perhaps embrace. In addition, we heard ideas about improving the use of technology to bring people together in order to offer clinical support (Skype, Go to Meeting, Adobe Connect, an Intranet site, etc.). Simply put, front line workers in the forums expressed a strong desire to continue connecting with one another for the purpose of solving difficult case problems, learning about resources, and learning new ways to do the job.

Staffing cuts have affected Central Office support and have resulted in the centralization of certain support roles and functions. Front line workers in the forums expressed concerns that this has had a negative effect on communication. Misunderstandings, processing errors, and other systems seem much more difficult to solve and address and tend to contribute to an “us against them” mentality at times. What was once felt to be support from the Central Office can sometimes be felt as criticism by front line workers.

Learning and Development

A major theme from the forums in the area of learning and development is that VR Counselors believe that learning from experienced peers is critical to their success. Peers are

accessible, can respond to unique aspects of a local service area, and offer different approaches to clinical challenges. These learning processes, which VRCs depend on, also appear to have built strong bonds of mutual trust in local offices. Staffing shortages and changes in supervisors have affected access to supervisors and this has increased VRCs' dependence on peers for learning and development. In some cases, mentoring relationships have developed which are also believed to be very effective.

Formal training of new counselors has been difficult to schedule in a timely manner. Thus some new counselors are working on a caseload for significant periods of time before receiving formal training.

Again, nothing new here except that through the forums a number of ideas emerged as a way of addressing this issue. Here are some ideas that front line workers presented: design systems for new counselor training that include field learning, including mentoring, job shadowing, and forms of peer support that are structured and consistent. Similar models can be created for other positions as well (Regional Leader, Central Office staff). Identifying experts in certain subject areas and finding ways to link up these folks with developing counselors as needed was another idea. Finally, the idea of "cross training" was brought up for all staff (field and Central Office) which responds to the issue raised in the Information section about increasing understanding of how each member of the agency contributes to the mission. Increasing awareness of each other's role and function also enables periodic review of these roles and functions to assure relevance and effectiveness, and a clear sense of mutual accountability.

Another learning opportunity that surfaced in several forums was the desire to return to a formal case review process for the purpose of identifying certain policies, practices and services that can be problematic as well as those that contribute to success.

Other Resources that gathered information relative to the needs of individuals with disabilities in the state:

Forums held for the development of the Statewide Plan for Independent Living

The three primary themes for inclusion in the 2017-2019 SPIL were identified and discussed.

1. Health Care
2. Employment
3. Education/Transition

Council on Developmental Disabilities

In the areas of emphasis respondents ranked the following areas as areas of importance or barriers. These barriers listed in alphabetical order are Child Care, Community Supports, Education, Employment, Quality Assurance and Transportation. To achieve improvement in these areas respondents noted that increased opportunity for inclusion and choice, quality educations and service for children, increased employment opportunities, increased community acceptance, access to quality supports and services, training and transportation options would improve their lives and remove barriers.

One disparity that has been noted for individuals who experience cognitive disabilities in the state of New Hampshire is having health insurance coverage. This data shows that individuals who experience cognitive disabilities and live in urban counties are more likely than individuals who experience cognitive disabilities and live in rural counties to have health insurance per the Behavioral Risk Factors Surveillance System (BRFSS) data collected in 2013 from the CDC: <http://www.cdc.gov/brfss/>.

Adults ages 18 to 64 with cognitive limitations in NH		
Behavioral Risk Factor Surveillance System data, 2013		
	Rural county	Non-rural county
Has no health care coverage	24.7	17

NH Disability and Public Health Needs Assessment – Institute on Disability 2013

Among the information presented in this report are the following:

Transition-Aged Youth: 9.8% of NH youth 18-24 experience a disability compared to 11% nationally

Among NH adults of working age (18 – 64) 20.6% experience a disability. Prevalence:

- Mobility Limitation (47.6%)
- Cognition (45.7%)
- Independent Living (34.4%)
- Hearing (24.1%)
- Self Care (17.1)
- Blind/Visually Impaired (13.1%)

Wrap up

Title I of the Rehabilitation Act authorizes a formula grant program to assist states in operating a statewide program of vocational rehabilitation services. This program is designated to provide vocational rehabilitation services for individuals with disabilities, so that such individuals may prepare for, enter, and engage in gainful employment. Title VI also authorizes a formula grant program to provide supported employment services for individuals with the most significant disabilities to enter or retain competitive employment.

Despite current economic conditions and state budget concerns, NH Vocational Rehabilitation has been able to continue assisting youth and adults with significant disabilities to attain employment. Among the agency's strengths are:

- Agency has adequate resources to serve all eligible individuals and the anticipated applicants for the next year
- The agency has qualified staff to provide services to our customers
- Customers are generally satisfied with Agency Services
- The agency is meeting the Federal Standards
- The agency has identified goals and priorities that address the needs for employment for persons with disabilities in the state

In addition the report reveals several challenges and opportunities. It is noted that while the overall unemployment rate remains relatively low in the state, the unemployment rate for persons with disabilities is much higher. The recession has created issues with long-term unemployment for adults and diminished employment opportunities for youth. As the economy continues to recover, individuals with disabilities not currently in the labor force may see additional opportunities to join or rejoin the labor force.

There are a number of emerging issues that will have an impact on service delivery in the future, including issues that will impact the state as a whole – an aging population, diversity, increased technology and geographic considerations. These population trends may provide opportunities for individuals with disabilities.

Transition: The Workforce Innovation and Opportunity Act and the subsequent vocational rehabilitation regulations place additional emphasis on youth with disabilities. Youth who are transitioning from school to employment or postsecondary schooling are a population the agency has been taking a closer look at and working with schools and community rehabilitation programs to expand our services, particularly in the area of pre-employment transition services. Assisting transition youth continues to be one of the challenges the agency faces now and in the future. These youth can benefit from stronger business relationships and joint employment programs that combine education and hands-on work experience. There is a need for examining further ways to expand opportunities for paid or unpaid work experience for youth with disabilities.

Supported Employment: Services to customers who need long-term support (supported employment) continues to provide a challenge. Qualified Community Rehabilitation Providers (CRPs), educated businesses, understanding and use of natural supports, benefits coordination and continuing collaborations with other systems will be essential in providing employment opportunities that lead to successful employment for this group.

In addition, initial and continuing education training to CRPs providing direct services to our customers is needed, i.e., continuing emphasis on ACRE training and successfully pursuing and/or completing (passing) Certified Employment Support Professional certification exam for CRPs working with NHVR customers around Job Development/Placement.

Community Rehabilitation Programs (CRP): The agency does recognize the need for additional resources to provide pre-employment transition services to potentially eligible students with disabilities. In 2016, the agency has engaged in contracts with two providers to provide these services across the state. Additional information and support in this area will continue to develop and will be included as an area to track throughout the next cycle of the comprehensive needs assessment process.

Workforce partner: The agency includes participants in our partner agencies in the invitation to comment through public forums and surveys. To date specific targeted data on this group is limited. The agency works with the partner agencies on a number of initiatives including the training of partner staff in NH. The NH Professional Development team (PDT) meets regularly and consists of the training coordinators from the core partners in the workforce development system. The PDT surveyed the needs of staff for training and has developed a training plan to address these training needs. Through this effort the agency is able to get staff information and training about the partner agencies as well as opportunities to network and get to know our partners. This collaboration is expected to lead to better information and services provided to our participants.

The purpose of this comprehensive statewide needs assessment is to call attention to the needs, perceptions and concerns that are present among individuals with disabilities as well as providers and the rehabilitation community at large. This report details the results of multiple methods in assessing the rehabilitation needs of persons with disabilities in New Hampshire. This organized approach to reviewing disability population statistics, agency performance data and input from stakeholders provides useful and essential information that is used in evaluating vocational rehabilitation services and in the development of the NHVR State Plan. The agency's goals and priorities were developed utilizing past needs assessment reports and will be reviewed against the results of this assessment in the development of New Hampshire's State Plan for fiscal year 2018.

Resources:

American Community Survey (ACS) census.gov/programs-surveys/acs/

Carsey School of Public Policy: New Hampshire's Demographic Trends in the Twenty-First Century (2012)

Casey Foundation: Restoring Teen and Young Adult Connections to Opportunity (2012)

Census-charts.com

Economic and Labor Market Information Bureau nhes.nh.gov/elmi/

Institute on Disability: 2015 Disability Statistics Annual Report

Institute on Disability: University of New Hampshire: Facts & Figures - The 2014 Annual Report on Disability in New Hampshire (2014)

Institute on Disability: University of New Hampshire: Facts & Figures - The 2015 Annual Report on Disability in New Hampshire (2015)

Kessler Foundation: 2015 National Employment & Disability Survey (2015)

New Hampshire Center of Public Policy nhpolicy.org

New Hampshire Center of Public Policy: New Hampshire's Demographic Challenges And the Role of State Government (2016)

NH Economic and Labor Market Information Bureau: 2014 In Review: Recovery – An Analysis of New Hampshire's Post-Recession Economy (2015)

NH Economic and Labor Market Information Bureau: 2015 in Review: A Perspective of New Hampshire's Future Labor Market

NH Economic and Labor Market Information Bureau: Measuring New Hampshire's Economic Health: A Workforce Perspective (2013)

NH Economic and Labor Market Information Bureau: New Hampshire Economic Conditions (published monthly on economic developments)

NH Economic and Labor Market Information Bureau: Road to Recovery, New Hampshire's Economy 2010 (2010)

NH Office of Energy and Planning nh.gov/oep/

Rehabilitation Services Administration rsa.ed.gov

Social Security Administration ssa.gov

Social Security Administration: Fast Facts & Figures about Social Security, 2016 (2016)

Social Security Administration: SSI Recipients by State and County, 2015

U.S. Census Bureau census.gov

Appendices

State Plan Goals and Priorities

NH Vocational Rehabilitation's goals and priorities in carrying out the vocational rehabilitation and supported employment programs

Goal 1---Quality self-determined employment outcomes for persons with disabilities in New Hampshire.

Goal 2---Effective and efficient use of resources

Goal 3---Increase educational attainment, employment and self-sufficiency of transition-aged youth

Goal 4---Promote an environment that supports the Vocational Rehabilitation Counselor-Customer relationship

Goal 5---Provide ongoing support for the State Rehabilitation Council (SRC) and the Statewide Independent Living Council (SILC)