

# 2022 ANNUAL REPORT



CNMI  
OFFICE OF THE  
GOVERNOR



OFFICE OF VOCATIONAL REHABILITATION  
STATE REHABILITATION COUNCIL  
STATEWIDE INDEPENDENT LIVING COUNCIL

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# MESSAGE FROM THE OFFICE OF VOCATIONAL REHABILITATION DIRECTOR



Hafa Adai and Tirow,

Greetings and Happy Holidays from the CNMI Office of the Governor – Office of Vocational Rehabilitation. On behalf of the OVR Management and Staff, the State Rehabilitation Council, and Statewide Independent Living Council, it is with pleasure that I present to you our Fiscal Year 2022 Joint-Annual Report. For over 40 years, the CNMI Office of Vocational Rehabilitation has offered employment services to qualified individuals with disabilities prepare, secure, retain and regain employment. Furthermore, we have assisted our students in transition from high school to post-secondary school as well as preparation for the workforce through the Work Experience Training or On the Job Training; and we

have provided assistance to individuals who are 55 years and older who may have a vision or hearing impairment, and job accommodation.

Through the years, our agency has evolved and strengthened its core values and mission through the daily activities performed by each and every one of its staff from the Administrative Unit to the Case Management Unit. The determination, commitment, dedication, consistency, integrity, adaptability, coachability and a team-oriented individuals has resulted in the successes we were able to achieve as a team in Fiscal Year 2022, despite the challenges we have experienced and continue to overcome together as a team. Many goals were accomplished. One important to mention is the Vocational Rehabilitation Technical Assistance Quality Employment support staff who came to Saipan and presented to our employers during the Developmental Disabilities and Employment Awareness Month (DDEAM) in March 2022, the National Developmental Employment Awareness Month in October 2022, the Town Hall Meetings held in our community that we will continue to do, the comprehensive Internal Controls etc. Despite the impact of COVID 19, the Office of Vocational Rehabilitation continues to strive, adapt, and adjust to changes to continuously serve qualified individuals with disabilities through the hard work and efforts of its staff.

I extend my heartfelt appreciation to our Case Services Manager Arlene Kay Yamagata for her expertise and guidance in the realm of case management, and for overseeing the awesome and hardworking Counseling Team: our VR Counselors Ms. Jane Frances Tudela, Ms. Rose Ann Ichio, Ms. Shana Iguel; our VR Counselor Aides Ms. Sherraine Flores, Joscelyn Sanchez, and Office Clerk Ms. Ann Marie Marciano – all of whom strive to do their best day in and day out to serve our consumers with disabilities.

To our Fiscal Officer who has dedicated 44 years to OVR, Ms. Lourdes Atalig, I highly regard you for successfully and consistently keeping the Office of Vocational Rehabilitation in a positive fiscal status year after year. Your internal control and fiscal financial management skills in overseeing all aspects of our federal funds has allowed OVR to progress throughout the years.

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## MESSAGE FROM THE OFFICE OF VOCATIONAL REHABILITATION (OVR) DIRECTOR

To our Transition Specialist, Samuel David Santos, who was also the Acting Director from August 25, 2022 to November 15, 2022, I extend my greatest appreciation to you for taking on additional tasks and a bigger role in managing our operations all at the same time assisting our transition students during my absence. Thank you for your spirit of leadership and your heart of service.

My gratitude likewise extends to our Data Analyst Elvira Seman, who has helped us in producing accurate data statistics that capture the work we do in numbers. I likewise thank our former Data Analyst, Magdalene Reyes, whose nearly 18 years of service to OVR has helped shape our agency as we provide services to our eligible consumers.

To our Administrative Clerk, Mr. McQueen Hiroichi, whose 18 years of service to OVR has helped drive us to serve our consumers and help our agency in its day-to-day operations, thank you. To our former staff, who has served within this past fiscal year: Planner, Ms. Tiava To'omata; Admin and Operations Specialist, Ms. Amber Pangelinan, and Employment Specialist, Ms. Rita Santos, thank you for your contributions to our agency. Your work continues to leave a positive impact, not only to our staff, but also to our consumers.

To our Support Staff Team: Ms. Juana Moses, Dina Cabrera, Jemmie Agulto and Mellanie Atalig, your time, effort and contribution in assisting our Admin and Operations is gratefully appreciated. Best wishes to you all in your future endeavors.

Likewise, to our Disability Network Partners, thank you for your consistent collaboration and successes that we accomplished together this 2022. To our vendors and business partners, your support and commitment to train and employ our consumers is wholeheartedly appreciated. To our consumers, because of you the Office of Vocational Rehabilitation exists. Thank you for your belief and trust in our agency and our staff.

And lastly to the State Rehabilitation Council Chairman, Mr. Preston Basa, the SRC Officers and Members, as well as the former Statewide Independent Living Council Chairwoman Ms. Consolacion Atalig and Interim Chairperson Mr. Gregory Borja, SILC Officers and Members, your guidance and feedback on how to better improve our services for our consumers is much appreciated.

Never doubt that a small group of thoughtful, committed individuals can change and positively impact the lives of others. Indeed, it is the mission and driving force of our agency.

Have a safe holiday celebration filled with love, joy and peace. I am,

Respectfully yours,

**ARLENE M. REYES**  
CNMI OVR DIRECTOR



## MESSAGE FROM THE OFFICE OF VOCATIONAL REHABILITATION CASE SERVICES MANAGER (CSM)



Greetings and Happy Holidays!

Let's do a quick review of the recently concluded fiscal year 2022. Our staff have worked very hard to ensure twenty-two successful closures. This means that 22 individuals with disabilities, with services and supports received from the Office of Vocational Rehabilitation, were able to achieve competitive integrated employment through obtaining and/or maintaining employment. Of course, this does not mean that only 22 individuals were served during FY 2022, as the total caseload was recorded at 215.

Staff have been given many opportunities to increase their knowledge, skills, and abilities through various professional development activities provided to them. A majority of these PDs were held on-island with some offered virtually. Staff, together with the Disability Network Partners, have worked diligently to contribute to the success of both the October 2021 National Disability Employment Awareness Month and March 2022 Developmental Disabilities and Employment Awareness Month conferences. For the first time again in a long time, mainland presenters with expert knowledge in vocational rehabilitation, the Americans with Disabilities Act, and employer engagement, to name a few, engaged some of our local businesses in discussions about diversity and inclusion.

Staff were instrumental in taking part in the development of our internal controls for case services management. As with our policies and procedures, our internal controls are process-driven that promote financial and programmatic accountability.

I recall there have been a few outreaches including town hall meetings and job fairs that staff have participated in. One of the goals of these activities is gathering feedback from members of our community on what's working and what's not working with respect to our program and offer any recommendations for improvement.

Also, staff worked together to develop and implement OVR's Job Club Pilot Project in January 2022. This is an in-house service provided by our Employment Specialist and VR Counselors working in tandem to prepare our consumers, especially the younger ones with very limited to no work experience, to increase their employability.

We also have staff that have consistently provided support to both the State Rehabilitation Council and Statewide Independent Living Council as they carry-out their mandated duties and responsibilities consistent with their respective State plans. And while we're on the topic of State plans, the staff did a great job with the development of the modified VR State Plan for program years 2022 and 2023, which begins July 1, 2022 and ends on June 30, 2024. The approved State Plan can be found at [www.ovrgov.net](http://www.ovrgov.net). Check it out.

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## MESSAGE FROM THE OFFICE OF VOCATIONAL REHABILITATION (OVR) CASE SERVICES MANAGER (CSM)

There are more things, I'm sure, but these should suffice nicely for now.

In closing, I'd like to, first and foremost, thank my Counseling staff for their awesome work this past FY 2022. They are essentially the backbone of OVR, our frontline workers. Without them, our program would be at a standstill. We owe them so much for being such great team players and dedicated public servants, and I am honored to be a part of their team. At this time, I'd like to mention all of them by name, starting with our VR Counselors Rose Ann Ichiuo, Jane Tudela, and Shana Iguel; VR Counselor Aides Elvira Seman, Sherraine Flores, and Joscelyn Sanchez; and Employment Specialist Rita Santos. And let's not forget our trusted helper, Office Clerk Ann Marie Marciano. Always ready to lend a hand, Annie does such amazing work keeping all of us in check.

Also, I would like to thank OVR's management team, under the leadership of Director Arlene Reyes, for their ongoing support to the Counseling Unit. Working together cooperatively will make a huge difference in the quality of services and supports our consumers receive.

Next, we are extremely grateful to the State Rehabilitation Council under the leadership of Chairpersons Preston Basa and the Statewide Independent Living Council under the leadership of Chairpersons Consolacion Atalig and Gregory Borja for providing us with guidance and feedback on how to better improve our program. Council members represent the voices of individuals with disabilities as well as that of the business community, and their input into matters related to vocational rehabilitation and independent living is invaluable and much appreciated.

Finally, I would like to thank our VR customers, consumers, and business partners for without them, there will be no public vocational rehabilitation agency. We thank you for your partnership, support, and collaboration. Together, we can most definitely build a productive, meaningful, and interdependent future.

May you all be safe during this holiday season of peace, joy, and love.

**ARLENE KAY A. YAMAGATA, M.S., CRC**  
CASE SERVICES MANAGER



# THE CNMI OFFICE OF THE VOCATIONAL REHABILITATION



## VISION

The Vision of the Office of Vocational Rehabilitation is that individuals with disabilities are **EMPLOYED** in competitive and integrated work settings, are **EMPOWERED** to make qualified decisions and informed choices, and are **ECONOMICALLY** self-sufficient.

## MISSION

The Mission of the Office of Vocational Rehabilitation is to increase employment and promote independence among eligible individuals with disabilities throughout the Commonwealth of the Northern Mariana Islands.

## CORE VALUES

### WE, YOUR CNMI OVR FAMILY, VALUES...

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

## PHILOSOPHY

**"The CNMI Office of Vocational Rehabilitation recognizes and respects the contributions of all individuals as a necessary and vital part of a productive society."**



# CNMI OFFICE OF THE GOVERNOR OFFICE OF VOCATIONAL REHABILITATION

## 2022 ORGANIZATIONAL CHART

OFFICE OF THE GOVERNOR



**GOVERNOR**  
Honorable Ralph DLG. Torres



**LIEUTENANT GOVERNOR**  
Honorable Arnold I. Palacios



**State Rehabilitation Council (SRC)**



**CNMI OVR DIRECTOR**  
Arlene M. Reyes



**Statewide Independent Living Council (SILC)**



**FISCAL OFFICER**  
Lourdes C. Atalig



**TRANSITION SPECIALIST**  
Samuel David F. Santos



**CASE SERVICE MANAGER**  
Arlene Kay A. Yamagata



**DATA ANALYST**  
Magdalene P. Reyes



**ADMINISTRATIVE CLERK**  
McQueen U. Hiroichi



**ADMIN AND OPERATIONS SPECIALIST**  
Amber Tiffany C. Pangelinan



**VR COUNSELOR**  
Jane Frances M. Tudela



**VR COUNSELOR**  
Rose Ann B. Ichiuo



**VR COUNSELOR**  
Shana Therese A. Iguel



**ILOB PROGRAM MANAGER**  
Jemmie Ann A. Agulto



**VR COUNSELOR AIDE**  
Sherraine DLG. Flores



**VR COUNSELOR AIDE**  
Joscelyn A. Sanchez



**VR COUNSELOR AIDE**  
Elvira O. Seman



**COUNSELING OFFICE CLERK**  
Ann Marie S. Marciano



**TOGETHER, WE CAN BUILD A FUTURE.**

# OVR PROGRAMS AND SERVICES

## BASIC SUPPORT/SUPPORTED EMPLOYMENT (BS/SE)

These services are individualized based on the individual's unique circumstances. Comparable services and benefits, a federal mandate, must be fully explored and applied to the maximum extent possible.

Services include:

- Assistive/Rehabilitation Technology
- Job Coach
- VR Counseling & Guidance
- Job Search Assistance
- Job Placement Assistance
- Work Readiness Training
- Post-Secondary Counseling
- Job-Related Services (e.g., police clearance, drug test, food handler's permit and other work requirements)
- Training (e.g., WET, OJT, Independent Living including Self Advocacy)
- Post-Secondary Educational and Vocational Supports
- Information and Referral
- Transportation for Training and New Employment (limited time)
- Diagnostic Assessment (e.g., hearing, vision, psychological, etc.)

## WORK EXPERIENCE TRAINING (WET) PROGRAM

Placed in an integrated work environment, consumers under the WET program are provided training for up to three months and can be extended on the employer/supervisor's recommendations & justification with monthly progress reports. The consumer will work four hours a day and not exceed twenty hours per week. Bi-weekly Progress Reports are due from the Supervisor and Trainee.

## ON-THE-JOB TRAINING (OJT) PROGRAM

Consumers are placed in a competitive integrated work environment. OJT can be provided for up to six months depending on the training objectives and can be extended based on the employer/supervisor's recommendation and justification with monthly progress reports.

Under the OJT program, consumers work six to eight hours a day not exceeding forty hours per week. The employer will be reimbursed for consumer's gross wages. OVR will reimburse the minimum wage, which is \$7.25 an hour. The Supervisor must complete and submit OJT Monthly Progress Reports, and OJT required documents for reimbursement. Partnerships with employers beyond OJT completion to include Full-Time Employment (FTE) placement is the ideal outcome for our consumers.

## **PRE-EMPLOYMENT TRANSITION SERVICES (PRE-ETS) PROGRAM**

Pre-ETS is provided to students with disabilities who are between the ages of 16-21 years and are receiving Special Education Services, or have a 504 plan.

Services include:

- Job Exploration Counseling
- Work-Based Learning Experience
- Counseling on Comprehensive Transition and Post-Secondary Education Programs
- Work Readiness Training and Independent Living Skills
- Instruction on Self-Advocacy

## **INDEPENDENT LIVING OLDER BLIND (ILOB) PROGRAM**

This program provides independent living services to individuals with visual impairment (corrected vision in the better eye is 20/70 or worse) aged 55 years and older to assist them in maintaining their independence at home and in their communities.

Services include:

- Information and Referral
- Diagnostics Vision Evaluation
- Visual Aids (e.g., magnifier)
- Self-Sufficient Devices (e.g., talking watch/alarm)
- Assistive Technology Device Training
- Health Maintenance Training
- Peer Counseling
- Individual Advocacy

## **INDEPENDENT LIVING SERVICES (ILS) PROGRAM**

The ILS program is funded through the Department of Health and Human Services, Administration for Community Living. This provides resources that support the work and activities of the Statewide Independent Living Council (SILC) and provides the five (5) core independent living services to individuals with significant disabilities reflected in the approved State Plan for Independent Living.

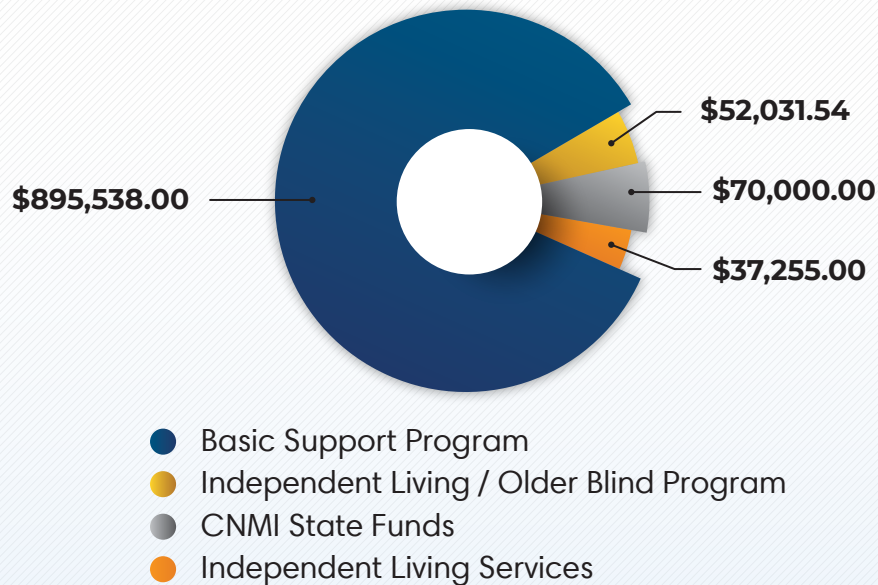
## **NO-COST SERVICES TO BUSINESSES**

These services include professional training, etiquette training, and consultation on employing individuals with disabilities, meeting their needs through reasonable accommodations, and complying with relevant regulations. This program also provides funding to reimburse employers for consumer's OJT gross pay for providing on-the-job training.

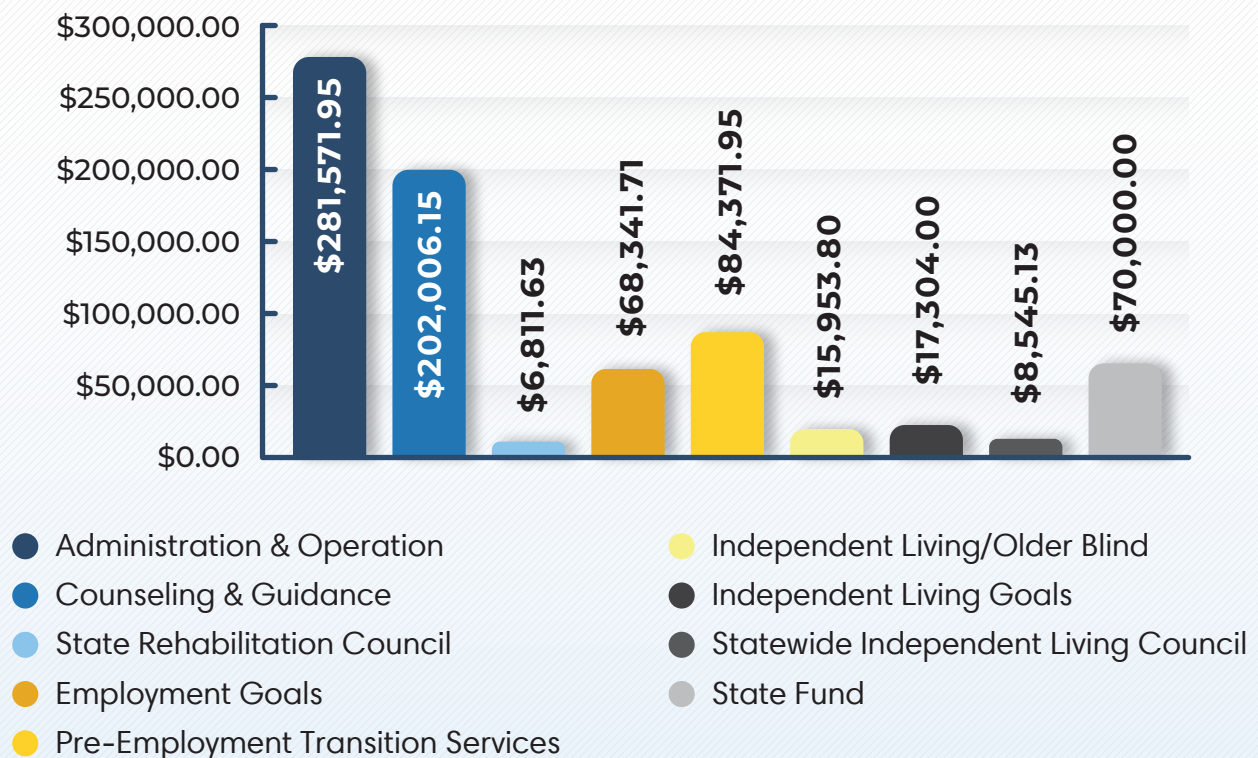


# OFFICE OF VOCATIONAL REHABILITATION FEDERAL AND STATE FISCAL YEAR 2022 SOURCE OF FUNDS

## FEDERAL & STATE BUDGET ALLOTMENTS FY 2022 & 2021 CARRY-OVER



## EXPENSES - FEDERAL & STATE FUNDS

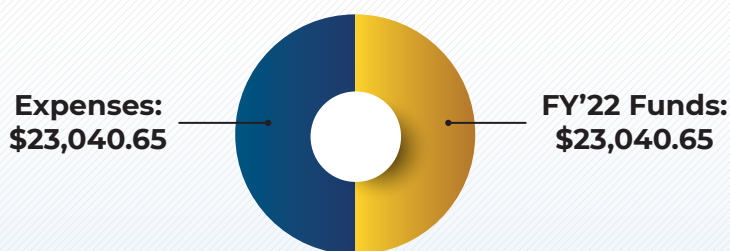


## NOTES

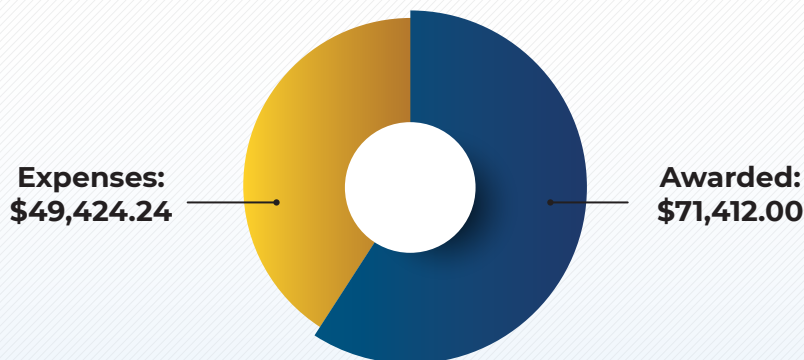
- Basic Support Program supports the operations of the program (Administration and operations, State Rehabilitation Council, Counseling & Guidance, Case Services-Employment Goals, and Pre-Employment Transition Services).
- Independent Living/Older Blind Program – Services to individuals aged 55 years or older whose severe visual impairment makes competitive employment difficult to obtain, but for whom independent living goals are feasible.
- Independent Living Services supports the Statewide Independent Living Council activities and services for persons with significant disabilities seeking services to be more independent and is not tied to an employment goal.
- State Fund from the CNMI Government to support the match requirement of OVR's Federal Funds received from the U.S. Department of Education, Office of Special Education and Rehabilitative Services, Rehabilitation Services Administration.

## OTHER FEDERAL FUNDS ALLOTMENTS (CNMI OFFICE OF GRANTS MANAGEMENT & OFFICE OF THE GOVERNOR)

Department of Interior, Technical Assistance Project  
“Benefits Planning Training”  
Carry-over fund balance to FY 2022  
Grant period ended 9 / 20 / 22



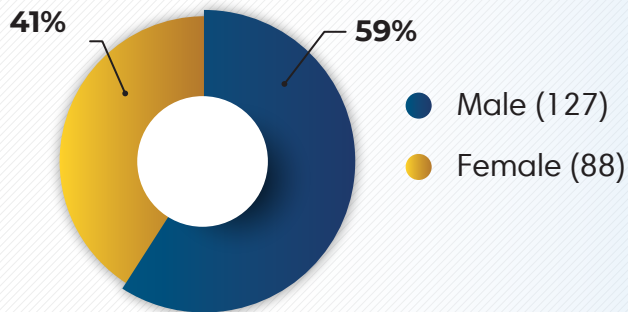
## AMERICAN RESCUE PLAN ACT (ARPA)



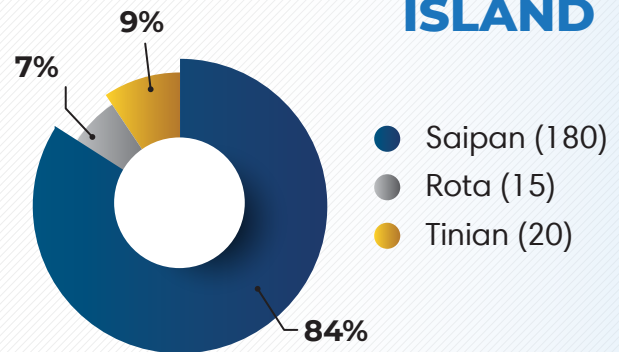
# CNMI OVR FISCAL YEAR 2022

## BASIC SUPPORT AND SUPPORTED EMPLOYMENT SERVICES SUCCESSFUL REHABILITATION PROFILE

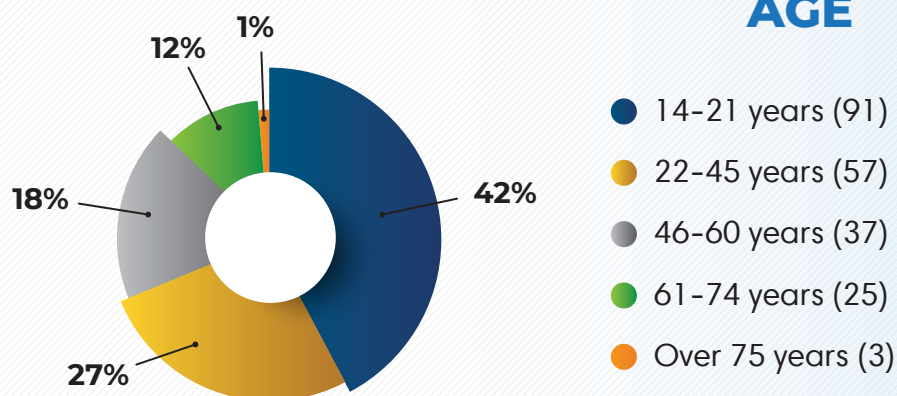
### GENDER



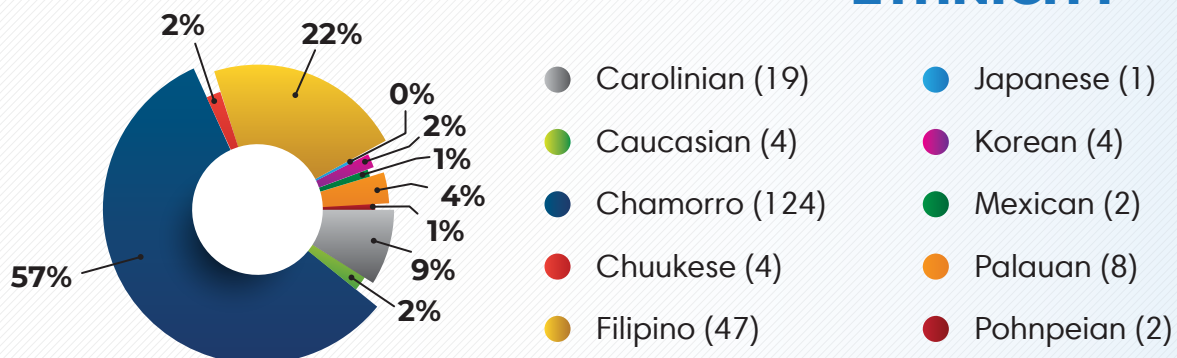
### ISLAND



### AGE

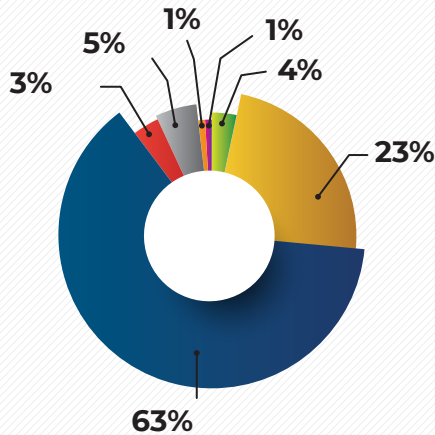


### ETHNICITY



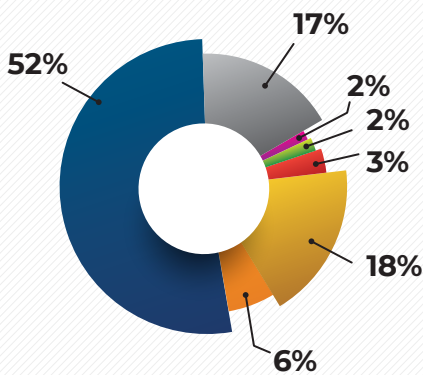


## EDUCATION



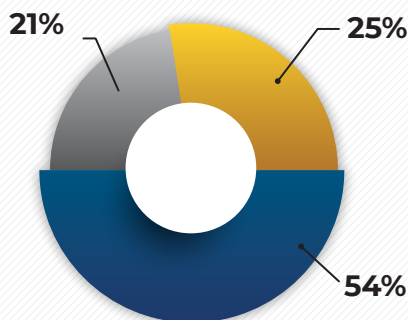
- Elementary Education (7)
- Secondary Education, No H.S. Diploma 9-12 (50)
- H.S. Graduate or Equivalency Certificate (136)
- Post-Secondary, Academic Degree, Associates Degree (7)
- Bachelor's Degree (11)
- Master's Degree (2)
- Any degree above Masters (Ph.D., Ed.D., J.D.) (2)

## TYPES OF DISABILITY

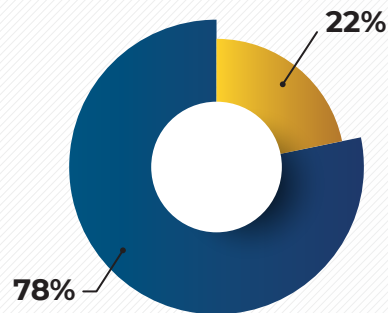


- Blindness, Other Visual Impairments (7)
- Deaf, Hard of Hearing, Other Hearing Impairments (39)
- Mobility Impairments/Orthopedic/Neurological (13)
- Other Mental Impairments (112)
- Other Physical Impairments (37)
- Communicative Impairments (expressive/receptive) (3)
- Respiratory Impairments (4)

## DISABILITY CATEGORY

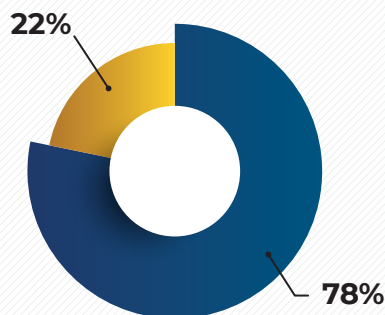


- Sensory (46)
- Physical (54)
- Mental (115)



## AT APPLICATION

- Working (47)
- Not Working (168)



## PLACEMENT SECTOR

- Private (168)
- Public (47)

### AVERAGE EARNINGS

	Before	After
Average Annual Earnings of Consumer Before and After Rehabilitation	\$21,921.94	\$26,603.56
Average Hourly Wage of Consumer Before and After Rehabilitation	\$11.38	\$13.90

### CASELOAD FOR EMPLOYMENT PROGRAM FOR FY 2022

EMPLOYMENT PROGRAMS	TOTAL
Basic Support and Supported Employment Services	215

### CASELOAD FOR INDEPENDENT LIVING/OLDER BLIND PROGRAM FOR FY 2022

INDEPENDENT LIVING PROGRAM	TOTAL
Independent Living Services for Older Individuals Who are Blind/Visually Impaired	20

# CNMI OFFICE OF VOCATIONAL REHABILITATION

## BASIC SUPPORT AND SUPPORTED EMPLOYMENT (BS/SE) PROGRAM

### APPLICANT SATISFACTION SURVEY (PHASE I)

Results for Fiscal Year 2022  
October 01, 2021 to September 30, 2022

#### TIMELINESS OF SERVICE DELIVERY

		YES	NO	NO ANS.	TOTAL:
1	The Orientation started on time.	50	1	0	51
		98%	2%	0%	100%
2	The presentation was easy to understand	51	0	0	51
		100%	0%	0%	100%
3	The OVR staff was easy to contact.	49	1	1	51
		96%	2%	2%	100%
4	The OVR staff treated me in a professional manner.	51	0	0	51
		100%	0%	0%	100%
5	The OVR staff was responsive in answering my questions and concerns.	51	0	0	51
		100%	0%	0%	100%
6	I know what services OVR offers and how to apply for those services.	49	2	0	51
		96%	4%	0%	100%

#### QUALITY OF SERVICES

		EXCELLENT	GOOD	FAIR	POOR	NO ANS.	TOTAL:
1	Please rate the quality of services you received from OVR.	40	7	2	0	2	51
		78%	14%	4%	0%	4%	100%
2	Please rate the courtesy and respect you received from the OVR staff.	43	7	1	0	0	51
		84%	14%	2%	0%	0%	100%
3	Please rate the accessibility of the OVR facilities.	31	12	3	0	5	51
		61%	24%	6%	0%	10%	100%
4	Please rate the chance of you recommending OVR services to someone else.	42	9	0	0	0	51
		82%	18%	0%	0%	0%	100%

**NOTE:** 51 out of 51 (100%) Applicants participated in the Phase I Survey (October 01, 2021 to September 30, 2022).



**CNMI OFFICE OF VOCATIONAL REHABILITATION**  
**BASIC SUPPORT AND SUPPORTED EMPLOYMENT (BS/SE) PROGRAM**  
**CONSUMER SATISFACTION SURVEY (PHASE 2)**  
**STATUS 26: SUCCESSFULLY REHABILITATED**  
**Results for Fiscal Year 2022**  
**October 01, 2021 to September 30, 2022**

**SERVICES**

		YES	NO	NO ANS.	TOTAL:
1	I felt the OVR staff was respectful and helpful.	14	0	0	14
		100%	0%	0%	100%
2	My VR plan for services was based on my skills and abilities.	14	0	0	14
		100%	0%	0%	100%
3	I received services that I needed.	12	2	0	14
		86%	14%	0%	100%
4	I benefit from services that I received.	13	1	0	14
		93%	7%	0%	100%
5	Services were provided in a timely manner.	13	1	0	14
		93%	7%	0%	100%
6	I am satisfied with the quality of services I received from OVR.	13	1	0	14
		93%	7%	0%	100%

**QUALITY OF SERVICES**

		EXCELLENT	GOOD	FAIR	POOR	NO ANS.	TOTAL:
7	The ability to reach my counselor or another OVR staff member within one business day.	7	6	1	0	0	14
		50%	43%	7%	0%	0%	100%
8	My counselor's ability to clearly explain services available to me.	8	5	1	0	0	14
		57%	36%	7%	0%	0%	100%
9	My counselor's ability in listening to my needs and concerns.	9	4	1	0	0	14
		64%	29%	7%	0%	0%	100%
10	My counselor's ability in involving me in making decisions about the services I needed.	9	4	1	0	0	14
		64%	29%	7%	0%	0%	100%
11	My counselor's ability in involving me in choosing services providers.	8	5	1	0	0	14
		57%	36%	7%	0%	0%	100%
12	The services in helping me get or keep a job.	7	5	1	0	1	14
		50%	36%	7%	0%	7%	100%
13	Your counselor's overall performance in assisting you.	9	4	1	0	0	14
		64%	29%	7%	0%	0%	100%
14	The quality of services you received from OVR.	9	4	1	0	0	14
		64%	29%	7%	0%	0%	100%
15	The chance of you recommending OVR services to someone else.	9	4	1	0	0	14
		64%	29%	7%	0%	0%	100%

**NOTE:** 14 out of 22 (64%) Applicants after successful closure participated in the Phase II Survey.  
Phase II survey is administered after Successful Closure (ST26).

# CNMI OFFICE OF VOCATIONAL REHABILITATION

## INDEPENDENT LIVING FOR OLDER BLIND (ILOB) PROGRAM

### APPLICANT SATISFACTION SURVEY (PHASE I)

#### Results for Fiscal Year 2022

#### October 01, 2021 to September 30, 2022

### TIMELINESS OF SERVICE DELIVERY

		YES	NO	NO ANS.	TOTAL:
1	The orientation and materials were easy to understand.	8	0	0	8
		100%	0%	0%	100%
2	The OVR staff was easy to contact	8	0	0	8
		100%	0%	0%	100%
3	The OVR staff treated me in a professional manner.	8	0	0	8
		100%	0%	0%	100%
4	My questions were answered clearly and quickly.	8	0	0	8
		100%	0%	0%	100%
5	The OVR staff was responsive in answering my questions and concerns.	8	0	0	8
		100%	0%	0%	100%

### QUALITY OF SERVICES

		EXCELLENT	GOOD	FAIR	POOR	NO ANS.	TOTAL:
6	Please rate the quality of services you received from OVR.	6	2	0	0	0	8
		75%	25%	0%	0%	0%	100%
7	Please rate the courtesy and respect you received from the OVR staff.	7	1	0	0	0	8
		88%	13%	0%	0%	0%	100%
8	Please rate the accessibility of the OVR facilities.	6	2	0	0	0	8
		75%	25%	0%	0%	0%	100%
9	Please rate the chance of you recommending OVR services to someone else.	7	1	0	0	0	8
		88%	13%	0%	0%	0%	100%

**NOTE:** 8 out of 20 (40%) Applicants participated in the ILOB Phase I Survey.

One (1) Phase II (St. 49, Closed: Services Provided) Participant Satisfaction Survey for the ILOB Program was collected.

A "YES" was all answered for the following:

- 1) I felt that OVR ILOB was respectful and helpful.
- 2) I received services that I needed.
- 3) I benefited from the services that I received.
- 4) Services received were provided in a timely manner.
- 5) I am satisfied with the quality of services I received from OVR ILOB.

As per the "Quality of Services", an "EXCELLENT" was rated for the following:

- 1) The ability to reach my ILOB case worker or another OVR staff member within one business day.
- 2) My case worker's ability to clearly explain services available to me.
- 3) My case worker's ability in listening to my needs and concerns.
- 4) Your case worker's overall performance in assisting you.
- 5) The quality of services you received from OVR ILOB.
- 6) The chance of you recommending OVR ILOB services to someone else.

## MESSAGE FROM THE STATE REHABILITATION COUNCIL (SRC) CHAIRPERSON



Hafa Adai and Tiroow!

As we continue to overcome the challenges of COVID-19 and its impact on our economy, the CNMI Office of Vocational Rehabilitation continues to work tirelessly through these unprecedented challenges to our personal and professional lives. Also this year, OVR has been challenged with the loss of awesome employees who have moved on a different journey in life. As we transition back towards normalcy and open up our doors again, OVR continues its effort in providing quality services for their consumers with the resources available. The CNMI SRC is satisfied with the ability of OVR to tackle these challenges and continue with its mission to ensure that CNMI residents with disabilities are able to obtain and maintain meaningful and satisfying employment. With that said, it is with

great pleasure that, on behalf of the CNMI State Rehabilitation Council and the CNMI Office of Vocational Rehabilitation, we present this 2022 Annual Report.

As we continue to face challenges in regard to health, safety and our economy, the OVR staff continue to make progress to inform existing clients, new and potential clients, government and private agencies, and the general public on the services they provide and how they plan to carry on their duties to fulfill their mission. SRC is committed to its strong partnership with OVR to work together in ensuring that all CNMI residents with disabilities are afforded fair and equal employment opportunities.

I would like to thank all the SRC members, OVR Director, Ms. Arlene Reyes, Acting Director Samuel Santos for taking on the challenge in the absence of Director Reyes, and all the staff for their dedication, commitment and service to our community members with disabilities.

**PRESTON BASA**  
SRC CHAIRPERSON



# STATE REHABILITATION COUNCIL (SRC) MEMBERSHIP REPRESENTATION & LISTING



## **PRESTON BASA, CHAIRPERSON**

State Educational Agency responsible for the public education of students with disabilities who are eligible to receive services under this Title and Part B of the Individuals with Disabilities Education Act

## **BENJAMIN BABAUTA, VICE CHAIRPERSON**

Business, Industry, and Labor

## **DARLENE ALDAN, FISCAL OFFICER**

Individuals' Representatives of an individual with disabilities who have difficulty in representing themselves or unable due to their disabilities to represent themselves

## **EMETERIO FITIAL, SECRETARY**

Current or former applicants for, or recipients of, vocational rehabilitation services

## **JUNNIE MASGA**

Parent Training and Information Center established pursuant to Section 682(a) of the Individuals with Disabilities Education Act

## **GREGORY BORJA**

Client Assistance Program established under Section 112

## **JANE TUDELA**

Qualified Vocational Rehabilitation Counselor, with knowledge of and experience with vocational rehabilitation programs, who shall serve as ex-officio, nonvoting member of the council if the counselor is an employee of the designated state agency

## **IRENE HOLL**

Business, Industry, and Labor

## **FRANK RABAUIMAN**

Individual's Representatives of an individual with disabilities who have difficulty in representing themselves or unable due to their disabilities to represent themselves.

## **ESTELLA CABAOBAS**

Disability Advocacy Groups representing a cross-section of: Individuals with physical, cognitive, sensory, and mental disabilities

## **ANGELICA AGUON**

Individuals' representatives of individuals with disabilities who have difficulty in representing themselves or unable due to their disabilities to represent themselves

## **JOHN ALLEN CABRERA**

Current or former applicants for, or recipients of, vocational rehabilitation services

## **MYSTICA KAIPAT**

Community Rehabilitation Program service providers

## **ARLENE SILVA**

Business, Industry, and Labor

## **ROMEO CUELLAR**

Disability Advocacy Groups representing a cross-section of: Individuals with physical, cognitive, sensory, and mental disabilities

## **ANTONELLI ROSARIO**

Rota Representative

## **JULIA VICTORIA BENAVENTE**

Business, Industry, and Labor

## **ARLENE REYES**

Ex-officio, Director of Designated State Unit

# CNMI SRC MISSION AND FISCAL YEAR 2022 ACCOMPLISHMENTS



**It is the mission of the State Rehabilitation Council to partner with the Office of Vocational Rehabilitation and the CNMI workforce to ensure people with disabilities are able to obtain and maintain meaningful and satisfying employment.**

- Conducted four (4) general membership meetings with a quorum each time:
  - April 29, 2022 at the Aqua Resort Club
  - August 5, 2022 at the Pacific Islands Club
  - August 29, 2022 at the Saipan World Resort
  - September 23, 2022 at the Aqua Resort Club
- Elected Officers for FY 2023:
  - Chairperson – Preston Basa, Representative of the state educational agency responsible for the public education of students with disabilities who are eligible to receive services under this title and Part B of the Individuals with Disabilities Education Act
  - Vice Chairperson – Irene Holl, Representative of business, industry, and labor
  - Fiscal Officer – Darlene Aldan, Representative of individuals with disabilities who have difficulty in representing themselves or are unable due to their disabilities to represent themselves
  - Secretary – Emeterio Fitia, Representative of current or former applicants for, or recipients of, vocational rehabilitation services
- Successful recommendation to fill vacancy:
  - Angelica Aguon, Representative of individuals with disabilities who have difficulty in representing themselves or are unable due to their disabilities to represent themselves
- Participated in the process to review VR's Modified Portion of the Unified State Plan for PYs 2022 and 2023 (beginning July 1, 2022 and ending June 30, 2024)
- Reviewed, approved, and adopted the FY 2023 Resource Plan in the total amount of \$30,120.
- Reviewed Council member attendance and acted accordingly
- Supported OVR's plans to:
  - Transition to Civil Service status for all employees
  - Secure the mandated local matching (\$70,000) to ensure that any remaining FY 2022 fund balance could be carried over to FY 2023
  - Provide for a \$200 bonus for Counseling staff that have worked through the pandemic (ARPA funds)
- Participated and showed support in the following events:
  - National Disability Employment Awareness Month Conference in October 2021
  - Developmental Disabilities and Employment Awareness Month Conference in March 2022
  - Behavior Modification Training conducted by Dr. Ana Gregor, Ph.D., DAPA in September 2022 at the Center for Living Independently
- Made the following recommendations to OVR:
  - To maintain the following sub-committees as stipulated in the by-laws:
    - Quality Assurance/Quality Improvement
    - Employment and Marketing
    - Transition and Assistive Technology
  - To utilize Google Drive as the Council's main hub for storing all information and resources for members to be able to access
  - To report on new data:
    - Companies that are hiring more of OVR's consumers
    - Breakdown of mobility impairment such as the number of consumers with wheelchairs
  - To utilize the Marianas High School Cafeteria for future conferences or workshops should funding become an issue (Chairperson Preston Basa is the Vice Principal of MHS)
  - To work with the Society for Human Resource Management (SHRM) on marketing and outreach activities
  - To come up with a survey (hard copy and online) for all stakeholders to evaluate agency performance
- Welcomed two (2) staffers from the Joeten-Kiyu Public Library to share their positive experience with OVR consumers under a training program during the second general membership meeting on August 5, 2022 under the agenda item "Employer Forum"

# MESSAGE FROM THE STATEWIDE INDEPENDENT LIVING COUNCIL (SILC) CHAIRPERSONS



Hafa Adai and Tirow,

My name is Consolacion C. Atalig, and I had the pleasure of serving as the chairperson for the Statewide Independent Living Council-SILC from 2019 to 2022. Serving as Chair has been a very rewarding experience. As a person with a disability, the council has taught me that every individual counts. My voices and concerns were heard and respected. I've had the privilege to meet others that share the same sentiments as a person with disability striving to live independently. I would like to take this opportunity to commend the Office of Vocational Rehabilitation-OVR for their continued support and commitment to the disability community. Furthermore, I extend my sincere appreciation to SILC and its members for welcoming me to serve as chair from 2019 to 2022.

Un Dangkulo Na Si Yu'us Ma'ase. Ghilisow. Thank you.

## CONSOLACION ATALIG

SILC CHAIRPERSON  
SEPTEMBER 2021 - JULY 2022



Hafa Adai and Tirow,

I had the opportunity to serve as the interim Chair for the Commonwealth of the Northern Mariana Islands (CNMI) Statewide Independent Living Council (SILC) as we transitioned into new leadership at the close of fiscal year 2022.

During this period of time, I was able to work collaboratively with the State Rehabilitation Council (SRC) and the employees of the Office of Vocational Rehabilitation (OVR) in assisting the Center for Living Independently (CLI) members in activities that fostered self-advocacy and the development of their independent living skills.

Additionally, members of the SILC supported the CLI in their activities that promoted the inclusion of individuals with disabilities throughout all aspects of life in our island's community. One activity of note was our participation, along with CLI members, in the Liberation Day parade. This event demonstrated the acceptance of people with disabilities and we had a great time show casing our abilities as members displayed tie-dyed shirts that were created by each person.

I look forward to my continued involvement with the SILC in the upcoming fiscal year, as we live by our motto, "Yes, I Can".

## GREGORY BORJA

SILC INTERIM CHAIRPERSON  
JULY 2022 - SEPTEMBER 2022



# STATEWIDE INDEPENDENT LIVING COUNCIL (SILC) MEMBERSHIP REPRESENTATION & LISTING



## **CONSOLACION ATALIG, CHAIRPERSON**

Advocates of and for individuals with disabilities

## **GREGORY BORJA, VICE CHAIRPERSON**

Representatives from organizations that provide services for individuals with disabilities

## **MARLENE CABRERA, SECRETARY**

Parents and guardians of individuals with disabilities

## **ESTANISLAO BENAVENTE, FISCAL OFFICER**

Private businesses

## **MARY SUSAN SATUR, SERGEANT-AT-ARMS**

Director of a Center for Living Independently (CLI)

## **CARLA SAN NICOLAS**

Parents and guardians of individuals with disabilities

## **HANNAH IGISAIAR**

Advocates of and for individuals with disabilities

## **NICOLAS TORRES**

Advocates of and for individuals with disabilities

## **GERNADINE CAMACHO**

Advocates of and for individuals with disabilities

## **MARIANO K. CAMACHO**

Advocates of and for individuals with disabilities

## **MARTHA BARCINAS**

Rota Representative

## **ARLENE REYES**

Ex-Officio, Director of Designated State Entity

# CNMI SILC MISSION AND FISCAL YEAR 2022 ACCOMPLISHMENTS



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

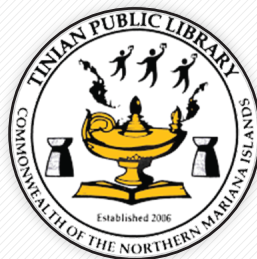
- Conducted four (4) general membership meetings with a quorum each time:
  - December 20, 2021 at OVR Conference Room
  - May 25, 2022 at Aqua Resort Club
  - July 13, 2022 at Aqua Resort Club
  - September 23, 2022 at Aqua Resort Club
- Elected Officers for FY 2023:
  - Chairperson – Nicolas Torres, Advocates of and for individuals with disabilities
  - Secretary – Mary Susan Satur, Director of a center for independent living chosen by the directors of centers for independent living within the State
- Collaborated with OVR on efforts to identify individuals to fill vacant Council positions
- Reviewed, approved, and adopted the Council's FY 2023 Resource Plan in the total amount of \$11,690
- Reviewed Council member attendance and acted accordingly
- Participated and showed support in the following events:
  - National Disability Employment Awareness Month Conference in October 2021
  - Developmental Disabilities and Employment Awareness Month Conference in March 2022
  - Proclamation Signing Ceremony: Women's Month and Girl Scout Month in March 2022
  - Groundbreaking ceremony for the new Disability Center Building #1365 in Capitol Hill (adjacent to the Center for Living Independently) in March 2022
  - State Rehabilitation Council's (SRC) first general membership meeting in April 2022
  - Behavior Modification Training conducted by Dr. Ana Gregor, Ph.D., DAPA in September 2022 at the Center for Living Independently
- Made the following recommendations to OVR:
  - Due to the pandemic, find other ways to reach out to people with disabilities who are not aware of the services being offered
  - Review the list of employers honored during National Disability Employment Awareness Month (NDEAM) in October 2021 in an effort to help fill vacancy under the category, Business, industry, and labor
  - Regarding the State Plan for Independent Living (SPIL), continue to utilize the same form from previous OVR leadership that tracks and monitors the implementation of SPIL goals and objectives
- Educated on the successes and challenges of the Center for Living Independently in the CNMI
- Educated on the successes and challenges of the Office of Vocational Rehabilitation, such as: federal allotment, staffing, self-employment, local matching, transition to Civil Service status, client protocol in light of the pandemic, etc.
- Assisted OVR in reviewing and putting together a list of Council accomplishments for inclusion in the FY 2021 Annual Report
- Collaborated with OVR to conduct a SILC Orientation and Training to interested members on July 13, 2022 at the Aqua Resort Club. Council Sergeant-at-Arms Mary Susan Satur also presented during this working session.
- At every CLI event on all three (3) islands, the SILC, through a banner display, was always recognized and represented.

# 2021 NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH AWARD RECIPIENTS





# 2022 NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH AWARD RECIPIENTS



OFFICE ON AGING

HERMAN'S MODERN BAKERY, INC.  
*Saipan's First and Finest*

**AUGUST**  
**SUPERMARKET**

**JOETEN**  
**SUPERSTORE**

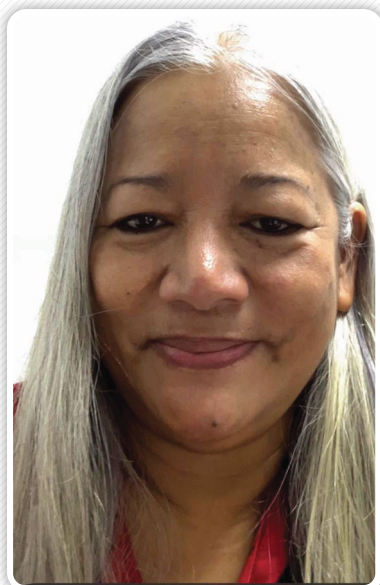


# CONSUMER SUCCESS PROFILES



## Kimberly May M. Nepaial

Village/Island	:	Chalan LauLau, Saipan
VR Counselor	:	Jane M. Tudela
Program	:	Basic Support
Company	:	Center for Living Independently
Job Title	:	Independent Living Trainer
Start Date	:	February 2, 2022



## Elsie P. Cabrera

Village/Island	:	Gualo Rai, Saipan
VR Counselor	:	Jane M. Tudela
Program	:	Basic Support
Company	:	Northern Marianas College-Adult Basic Education Program
Job Title	:	Coordinator/Instructor
Start Date	:	July 25, 1988





### John Jacob M. Guerrero

Village/Island	:	Fina Sisu, Saipan
VR Counselor	:	Shana A. Iguel
Program	:	Basic Support
Company	:	Department of Public Safety
Job Title	:	Police Officer I
Start Date	:	October 1, 2016



### William DLG. Salas, Jr.

Village/Island	:	Navy Hill, Saipan
VR Counselor	:	Rose Ann B. Ichiuo
Program	:	Basic Support
Company	:	Department of Public Works
Job Title	:	Trades Assistant
Start Date	:	October 1, 2021



### Maria Dikito

Village/Island	:	Kagman II, Saipan
VR Counselor	:	Jane M. Tudela
Program	:	Basic Support
Company	:	Herman's Modern Bakery
Job Title	:	Food Packer
Start Date	:	September 1, 2021



# National Disability Employment Awareness Month (NDEAM) Conference

October 1-2, 2021 (Saipan World Resort)

October 19, 2021 (Rota NMC)



Aside from disability employment, self-advocacy was a topic well-received by the audience during the NDEAM conference. In this photo, Vocational Rehabilitation Counselor Shana Iguel presents on the topic of job accommodations to self-advocates and encourages them to take charge of meeting their workplace needs to the best of their abilities.



OVR Director Arlene Reyes (in red) leads her staff in a photo op after receiving the silver and bronze awards during the National Disability Employment Awareness Month (NDEAM) conference. The bronze award is for providing an individual with work experience training, while the silver award is for subsequently upgrading that training to an OJT. OVR is the primary sponsor of the annual NDEAM celebrations.





OVR staffers, from left, Rita Santos (Employment Specialist), Arlene Yamagata (Case Services Manager), and Shana Iguel (VR Counselor) take a moment to pose for the camera.



Hyatt Regency Saipan has been a long-time partner of the CNMI OVR. Obliging for a photo are Hyatt HR Director Josephine Mesta, Hyatt General Manager Nick Nishikawa and Statewide Independent Living Council Chairperson Consolacion Atalig. The SILC is a co-sponsor of the NDEAM conference.



NDEAM award recipients oblige for a photo with the staff and management of the Office of Vocational Rehabilitation as well as representatives from the Disability Network Partners and other members of our community during the recognition ceremony in October, 2021.





State Rehabilitation Council Fiscal Officer John Allen Cabrera (left) joins his colleague from NMPASI, Shaniah Alvarez, and Division of Youth Services Director Vivian Sablan and staffer at the Saipan World Resort in celebration of National Disability Employment Awareness Month (NDEAM).



Herman's Modern Bakery General Manager Annie Hayes accepts the bronze award for supporting the training of OVR consumers during the Employer Recognition Ceremony that took place at the Saipan World Resort. Presenting the award from left to right were OVR Director Arlene Reyes, OVR Case Services Manager Arlene Yamagata, DD Council Executive Director Pamela Sablan, Statewide Independent Living Council Chairperson Consolacion Atalig, and State Rehabilitation Council Chairperson Preston Basa.



Garapan Elementary School was recognized as a supportive employer during the NDEAM conference as Principal Derwin Johnson accepted the bronze award on behalf of the school.



The Commonwealth Healthcare Corporation was a recipient of the gold award as they were instrumental in a consumer having achieved competitive integrated employment.



# Developmental Disabilities and Employment Awareness Month (DDEAM) Conference

March 15-16, 2022  
Saipan World Resort



State Rehabilitation Council Chairperson Preston Basa (second from the right) and Statewide Independent Living Council Sergeant-at-Arms Mary Susan Satur joined Honorable Governor Ralph Torres and VOICES of the CNMI Rota Chapter's Robert Mendiola in a proclamation signing ceremony designating March as Developmental Disabilities and Employment Awareness Month on March 15, 2022.



State Rehabilitation Council Vice Chairperson Benjamin Babauta of the Northern Marianas Technical Institute (second from right) and partners from the Hyatt Hotel attended the DDEAM conference.





Reverend Deacon Estanislao Benavente, Statewide Independent Living Council (SILC) Fiscal Officer, leads the invocation at the beginning of the Developmental Disabilities and Employment Awareness Month (DDEAM)



The Office of Vocational Rehabilitation welcomed to Saipan Drs. Emily Brinck and Deborah Lee from the Vocational Rehabilitation Technical Assistance Center for Quality Employment, who were on island to present on various topics related to disability employment, such as autism in the workplace, hiring for success in business, increasing job retention of employees with disabilities, employer incentives to promote the hiring and retention of workers with disabilities, etc.





Partners from the Northern Marianas Protection and Advocacy Systems, Inc. – Project Specialists Sharleen Sablan and Luis Macaranas – presented on disability laws and job accommodations.

## Professional Development Activities, FY 2022



Professional development is an important ongoing initiative at the Office of Vocational Rehabilitation. On September 13, 2022, some OVR staffers, alongside their partners at the Center for Living Independently, attended a presentation on behavior modification facilitated by Dr. Ana Gregor, Ph.D., DAPA (seated). OVR, CLI, State Rehabilitation Council (with Secretary Emeterio Fital, third from right) and Statewide Independent Living Council (with Sergeant-at-Arms Mary Susan Satur, fourth from left) supported the training.





OVR staff participated in a professional development training conducted by Transition Specialist Samuel Santos on Pre-Employment Transition Services. The Family-to-Family Health Information Center, a program of the Maternal and Child Health Bureau, sponsors a monthly presentation to individuals with disabilities, family members, and professionals and paraprofessionals serving people with disabilities.

Outlined below are more professional development opportunities that OVR staff had taken advantage of during FY 2022:

- Webinar: EPA: Hiring Outreach and Panel Discussion on October 21-22, 2021
- Zoom: Evaluation Peer Learning Cohort (EPLC) with WIOA Core Programs on October 22, 2021 and November 9, 2021
- Virtual: CSAVR Pre-Conference (October 26, 27, and 30, 2021) and General Conference (November 2-6, 2021)
- Virtual Conference: Empower IL OIB-TAC: "My Heart is Not Blind: Voices of Older Blind"
- Onboarding for New Employee: Employment Specialist and VR Counselor Aide
- Zoom: Applied Behavioral Analysis Therapy for Persons with Autism and Other Related Disabilities by Doemiko Flores, M.Ed., Board Certified Behavior Analyst and Virginia Licensed Behavior Analyst
- CEUs Towards Maintaining CRC Credential
- Training on the OVR Fiscal Internal Controls
- Checklists for Closure Readiness Review (CAP-related)
- Case Service Record Review Form (CAP-related)
- OVR Case Services Management Internal Controls
- Pac-Rim Conference in Honolulu, HI from February 16 to March 6, 2022
- Training on Self-Employment by VRTAC-QE on March 17, 2022 (on-site) and on June 23, 2022 (Zoom)
- Timekeeper Training sponsored by the Office of Personnel Management on March 22-23, 2022
- Video Presentation: Assistive Technology by Dr. Caren Sax of San Diego State University on March 28, 2022
- Community Guidance Center Programs and Services Presentation on June 10, 2022
- Community Needs Assessment Survey on July 11, 2022
- Mini Training on the Statewide Independent Living Council on July 12, 2022
- Training: Revised OVR Forms on July 21, 2022
- Supported Employment Learning Exchange Conference in Arlington, VA on July 24-26, 2022
- Mini PD: Supported Employment, Extended Services, and RSA 911 Disability Data Element on August 30, 2022
- Zoom: Parental Rights by Northern Marianas Protection and Advocacy Systems, Inc. on August 31, 2022



## OVR's Job Club Pilot Project

Implemented January 2022

The purpose of the Job Club is to prepare OVR consumers, especially those with very limited to no work experience, for their upcoming training program, such as a work experience training program. Vocational Rehabilitation Counselors and support staff act as mentors or coaches and provide encouragement to learn new skills. Consumers have the choice of participating in the Job Club individually or via a small group that supports and promotes peer learning. Topics are chosen primarily by the consumers so as to help meet their individual needs.



Vocational Rehabilitation Counselor Shana Iguel facilitates a Job Club session with a consumer on confidence building.



Another Job Club session was conducted at OVR with VR Counselor Jane Tudela (standing) and Employment Specialist Rita Santos (center) facilitating some work readiness activities.

## Statewide Independent Living Council (SILC), FY 2022



SILC Chairperson Consolacion Atalig listens intently during a meeting of the Council held at the Aqua Resort Club on May 25, 2022.



Member Hannah Igisaia poses for the camera at the conclusion of the Council's meeting on May 25, 2022.





Member Marlene Cabrera, accompanied by her son Devyn, participated in the SILC Member Orientation and Training held at the Aqua Resort Club on July 13, 2022. The training took place after the conclusion of the Council's third general membership meeting (same day).



OVR Director Arlene Reyes delivers her report during the Statewide Independent Living Council's meeting on May 25, 2022 at the Aqua Resort Club.



Mary Susan Satur, SILC Sergeant-at-Arms, together with the OVR management team, facilitated the SILC Member Orientation and Training on July 13, 2022.



## CNMI State Rehabilitation Council (SRC), FY 2022



SRC Vice Chairperson Benjamin Babauta (left) and SRC Secretary Emeterio Fitial (right) helped to ensure a quorum at the Council's first general membership meeting on April 29, 2022 at the Aqua Resort Club in Saipan. Also in photo is OVR's Transition Specialist Samuel Santos.



The State Rehabilitation Council convened their hybrid general membership meeting at the Aqua Resort Club on April 29, 2022.





During the SRC's second general membership meeting on August 5, 2022 at the Pacific Islands Club, the Council welcomed from the Joeten-Kiyu Public Library Omar Manacop (left), Systems Librarian, and Beth Demapan (right), Technical Services Librarian, to speak about their positive experience with training an OVR consumer during the Employer Forum segment of the meeting. The Council learned that the work experience training at JKPL had a positive impact on the consumer to the point of loving the outreach activities being conducted at the San Antonio Library. According to both Manacop and Demapan, consumer came out of his shell quickly and he was a joy to work with. Per Manacop and Demapan, one of the recommendations to improve OVR's WET program is to offer an employer orientation on the administrative portion of the program requirements. Also in photo is SRC member Romeo Cuellar.



OVR Director Arlene Reyes addresses the members during the August 5, 2022 meeting of the State Rehabilitation Council at the Pacific Islands Club, Saipan.



A candid shot of SRC members and OVR staff during the Council's second meeting of August 5, 2022.



## Community Service Efforts



CNMI OVR Staff give back to the community by cleaning and beautifying PaoPao Beach in San Roque.



CNMI OVR Staff take a group photo after their clean-up efforts at PaoPao Beach.



On Saturday, April 30 2022, CNMI OVR Staff initiated their five-year commitment in collaboration with the Governor's Council of Economic Advisors (GCEA) to rehabilitate and maintain the Navy Hill Bus Stop. Our staff looks forward to this project and continue to beautiful this shelter for students who ride the bus to and from their respective shools.



OVR Transition Specialist, Samuel Santos, Mr. Ton Ichio, OVR Counselors, Ms. Rose Ichio and Ms. Jane Tudela, and Support Staff, Mellanie Atalig, participate in the 2022 International Coastal Cleanup Day on Saturday, September 17, 2022.



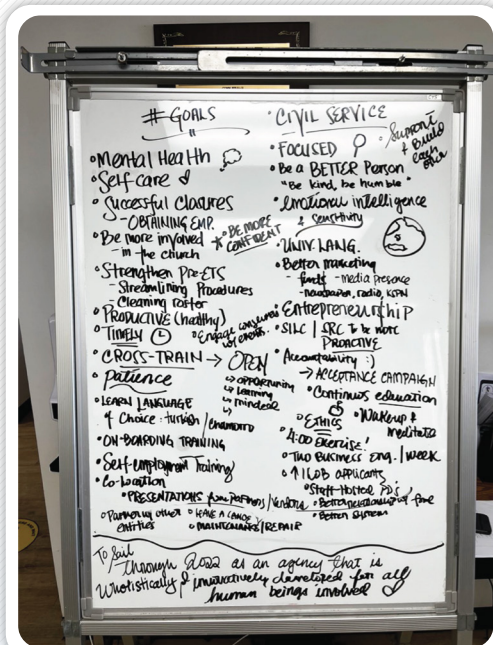
## CNMI OVR Staff Professional Development & Celebrations



On Tuesday, May 03, 2022, OVR Fiscal Officer Lourdes Atalig was recognized for her 44 years of service to CNMI OVR; whereas, Data Analyst, Magdalene Reyes was recognized as the Division Employee of the Year Award. Also honored in the event was Case Service Manager, Arlene Yamagata who was recognized with the Division Leadership Award.



OVR staff engages in a fun team-building activity.



The finished product of the OVR staff's collaborative goal-making activity.



Admin and Operations Specialist, Amber Pangelinan, facilitates a team-building activity entitled "Blind Obstacle Course" for the staff.

## THE LOGO OF THE CNMI OFFICE OF VOCATIONAL REHABILITATION

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



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

The "V" stands for Vocational and, the "R" stands for Rehabilitation. If you look closely, the "R" somewhat resembles a latte stone. Latte stones, which are the stone pillars of ancient dwelling places in the Marianas, are strong and resilient and could withstand even the strongest of super typhoons over time. You could say that our consumers exhibit these similar characteristics or qualities. OVR consumers are always working hard to reach their vocational/employment

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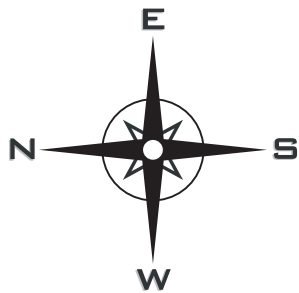
goals and, despite the bumpy roads and obstacles they may encounter along the way, to give up is just not an option. Another truth about the latte stone is that they are highly regarded in the CNMI and, like the latte stone, OVR applicants and consumers are treated with dignity and respect. Also, the latte stone represents one of the two groups indigenous to the CNMI, the Chamorros.

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


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


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





## CNMI OVR CONTACT INFORMATION

 Building 10839  
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