



CITIZEN CENTRIC REPORT FY 2024

QUICK LOOK AT WHAT'S INSIDE

- CNMI OVR Programs and Services
- Consumer Data Report
- Fiscal Data Report
- What's Next?

The CNMI Office of Vocational Rehabilitation (OVR) is a federally funded government agency that **assists individuals with disabilities** to obtain the skills and resources needed **in order to sustain and advance in employment, and develop a career.**

MEET OUR STAFF



Counseling Unit

Counseling Unit (Left to Right): Ray, Jen, Rose, Sherraine, Jane, Annie, Ally, Ruth
Administration Unit (Left to Right): Arlene, Lou, Jasmine, Vai, MacQueen



Administration Unit

MISSION:

Our Approach

Our mission is to increase employment and promote independence among eligible individuals with disabilities throughout the CNMI.

VALUES:

Our Appreciation

We value the rights, worth and dignity of persons with disabilities. We value all staff, their individual talents, unique abilities and contributions to our mission. We value participatory leadership and management at all levels. We value resources sufficient to enable partnerships that support our mission.

A MESSAGE FROM OVR DIRECTOR: *Arlene Kay A. Yamagata, M.S., CRC*

Hafa Adai and Tirow. We thank you for your interest in our program by reading this report. Our goal at OVR is simple, which is providing individualized vocational rehabilitation services to our eligible consumers so that they can achieve competitive integrated employment. We accomplish this by working with a team of relevant stakeholders including consumers themselves, their family members, service providers and of course employers who recognize the value of a diversified and inclusive workforce. As with many other local disability programs or agencies in the CNMI, we recognize that it takes a team approach to cultivate or nurture a community that reflects the values, interests, and strengths of all its members.

"TOGETHER WE CAN BUILD A FUTURE"

CNMI OVR PROGRAMS AND SERVICES

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

The Pre-Employment Transition Services Program serves as a guiding map to discover new skills to prepare for success after high school.

Eligibility Criteria:

- Between the ages 16-21 years old
- A student enrolled in school or a post-secondary institution (college or the trades)
- Receiving special education services (IEP) or related services (504 Plan) or, a student with disability (SWD) for purposes of Section 504 under the Rehabilitation Act

Required Activities:

- Job Exploration Counseling
- Work-Based Learning Experiences
- Workplace Readiness Training
- Counseling on Postsecondary Education Opportunities
- Instruction in Self-Advocacy

BASIC SUPPORT/SUPPORTED EMPLOYMENT PROGRAM *(BS/SE)*

The Basic Support/Supported Employment Program aims to assist individuals with disabilities to obtain the skills and resources needed for employment, sustain employment, and develop a career.

Eligibility Criteria

- Presence of a physical or mental disability
- Disability results in a substantial impediment to employment
- Requires VR Services to achieve competitive integrated employment
- U.S. Citizen or Green Card holder for 5+ years

Services:

- Vocational Counseling and Guidance
- Job Search and Job Placement
- Work Experience Training and OJT
- Postsecondary Educational Opportunities
- Assistive Technology (e.g. hearing aids, low vision aids, ergonomic chair, mobility aids, etc.)
- Transportation
- Job Coach Services
- Personal Assistance Services, etc.

***Note:** Services are individualized and must be required for consumers to achieve their desired job/career goal.

INDEPENDENT LIVING OLDER BLIND PROGRAM *(ILOB)*

The ILOB Program is a federally funded program that assists a blind/visually impaired person to be as independent as possible.

Eligibility Criteria:

- 55 years or older
- Unemployed, Retired, or Unable to Gain Employment
- Corrected vision acuity of 20/60 or worse in the better eye
- U.S Citizen or Green card carrier of at least 5 years

Services:

Prescription Glasses, Visual Aids: Magnifier, Assistive Technology Device Training, Self Sufficient Devices: Talking Watch, Orientation & Mobility Training, Cane, Walker, **AND MORE!**

***Note:** Services are individualized and must be required for consumers to achieve their desired independent living goal.

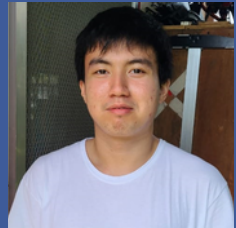
CONSUMER SUCCESS STORY! *Program: BS/SE*

Gian Eustaquio has always dreamed of working after high school, but has found it uncomfortable when people stare at him. Gian applied at OVR with the support of his father who encouraged Gian to pursue his dream of employment. Although shy at first, Gian participated in OVR's Job Club, where he learned about himself and his abilities. Gian then participated in OVR's Work Experience Training Program (WET), where he was trained as a Stocker at August Supermarket in Garapan. Former supervisor and coworkers expressed positive feedback based on Gian's performance. During his WET, Gian found that his ability to clean and organize are skills he enjoys doing!

As of January 12, 2024, Gian is currently employed as a Cleaner for One Call, Inc. His supervisor expressed much gratitude towards Gian's performance. Thanks to the support of Gian's parents, employers, and VR Counselor Jane Tudela, Gian is successfully employed in his desired competitive and integrated field of employment!

"To be the best and Do the best!"

-Gian Eustaquio



BUSINESS ENGAGEMENT

Introduction:

Vocational Rehabilitation Counselors work in partnership with employers and businesses to place qualified individuals with disabilities in jobs and careers that are meaningful and beneficial to both parties. This partnership is based on shared values of diversity, equity, inclusion and accessibility.

Employer Challenges/Feedback:

Our ongoing local economic position presents a challenge in the hiring of new employees in general. Recently, some businesses do not have the resources now to even participate in OVR's OJT program.

More employers could benefit from OVR's educational initiatives related to reasonable job accommodations, the benefits of hiring qualified individuals with disabilities, and more.

OVR's No-Cost Business Services:

- Consultations regarding reasonable job accommodations
- Customized disability employment training for employers
- Tips on working and interacting with individuals with disabilities
- Information & referral to other public agencies or programs serving individuals with disabilities

Call OVR at 670-322-6537/38 if you are interested in establishing a partnership to increase opportunities in CNMI.

CONSUMER DATA REPORT

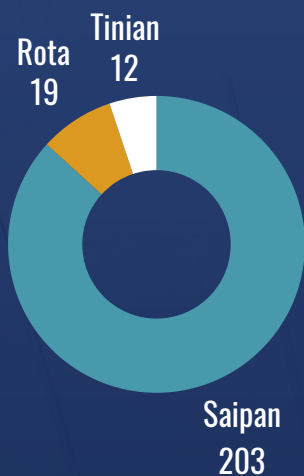
APPLICATION / ELIGIBILITY

234 Total Caseload

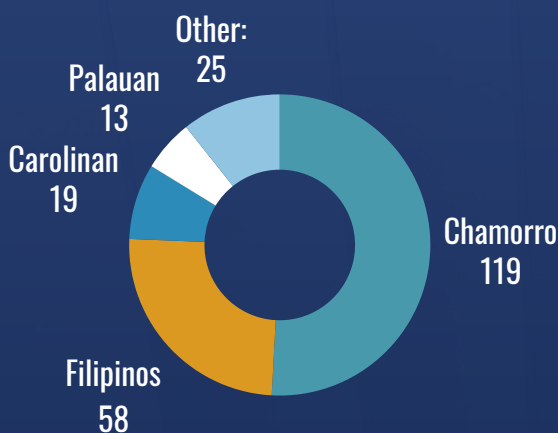
85 New Application

68 Eligibility

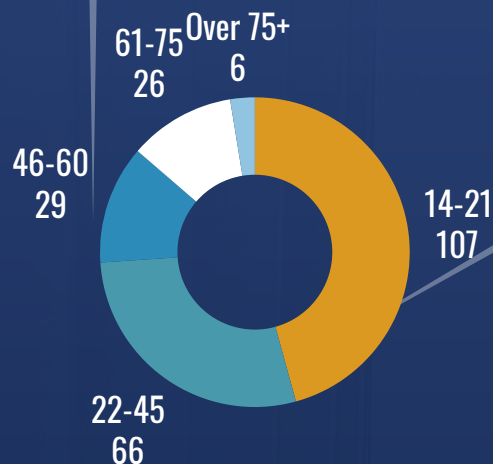
ISLAND



ETHNICITY



AGE GROUP



MOST COMMON PRIMARY DISABILITIES SERVED (FY 2024):

1. Cognitive Impairment (74)
2. Other Mental Impairment (41)
3. Other Physical Impairment (30)
4. Hearing Loss, Primary Communication Auditory (30)
5. Other Hearing Impairments-Tinnitus, etc. (30)

DISABILITY LEVEL COUNT:

- Significant Disability (110)
- Most Significant Disability (96)
- No Significant Disability (28)

CLOSURES

27 Individuals Closed-Other Reasons after IPE Initiated

24 Individuals Successfully Closed

22 Individuals Closed-Ineligible

3 Closed-Other Reasons, No IPE Services

Pre-Employment Transition Services Program

A total of **131 students** enrolled under the Pre-ETS Program and counting!

*Contracted vendors are actively recruiting and providing Pre-ETS.

INDEPENDENT LIVING OLDER BLIND DATA

Total Applications Received: 40
Eligible: 6
Ineligible: 21 Applicants

Island:

Saipan: 21
Rota: 5
Tinian: 14

Impairment Cause:

Cataracts: 12
Macular Degeneration: 11
Diabetic Retinopathy: 10
Other: 6
Glaucoma: 1

FISCAL DATA REPORT

Total Federal/State Budget:
\$1,526,034.49

- FY 2023 Carry Over
- FY 2024 Grant Awarded

\$436,614.00	Title I-Basic Support	\$892,007.00
\$18,892.92	Title VII-A-ILOB	\$40,000.00
\$29,227.07	Title VII-B-I	\$32,359.00

CNMI State Funds: \$76,934.50

Total Federal/State Expense:
\$863,018.30

Title I-Basic Support Program		
Administration & Operation \$255,373.27	Counseling & Guidance \$243,328.80	Case Services \$215,206.55

State Rehabilitation Council
 ↪ **\$6,653.45**

Title VII-A-Independent Living Older Blind	
Staff Salary & ILOB Activities \$11,143.73	Case Services \$7,749.19

Title VII-B-Independent Living Services	
Statewide Independent Living Council \$13,572.47	Consumer Core Services \$36,378.00

CNMI State Funds Expenses	
Office Operation Activities \$15,667.12	Case Services \$57,945.72

CNMI State Funds Expense: \$73,612.84

WHAT'S NEXT?

CHALLENGES: *Economic Position*

Business partners have expressed to OVR that ongoing economic challenges are making collaboration increasingly difficult, particularly in placing consumers in on-the-job training (OJT) programs to acquire specific occupational skills. In response, OVR remains committed to maintaining open communication with employers to identify opportunities that address the needs of both consumers and businesses. Furthermore, during these trying times, OVR will continue to provide consumers with access to postsecondary education and trade programs, enabling them to earn credentials that will enhance our local workforce.

DISABILITY INNOVATION FUND *Grant*

We are excited to announce that OVR will collaborate closely with five local disability partners under the Tech-PIECS grant recently awarded to Northern Marianas College (NMC). As detailed in the proposal, this five-year project aims to deliver personalized advanced technology services alongside comprehensive transition and reintegration support for disconnected youth and adults (DYA) with disabilities. Our goal is to enhance their independence, education, and access to competitive integrated employment.

Our partners in this initiative include the NMC University Center for Excellence in Developmental Disabilities, the Center for Living Independently, the Council on Developmental Disabilities, and the Northern Marianas Technical Institute.

STATE PLAN: *Program Year: 2024-2027*

1. Increase community awareness of OVR and available rehabilitation services for individuals with disabilities in the CNMI.
2. Increase professional development opportunities for OVR staff.
3. Increase the quantity and quality of employment outcomes for OVR consumers.
4. Increase the use of supported employment for individuals with the most significant disabilities in CNMI.
5. Expand and enhance the provision of transition and pre-employment transition services to youth and students with disabilities.
6. Increase and enhance collaboration with the Title I (called WIA) program in the CNMI.
7. Increase broadband Internet access for individuals with disabilities in the CNMI.

GET IN TOUCH!

- Bldg. 10839, Delegado Dr., Navy Hill**
P.O. Box 501521, Saipan, MP 96950
- (670) 322-6537/38**
- nmidir@ovrgov.net**
- Visit **ovrgov.net** to learn more about us!

ANNOUNCEMENT:

Be on the lookout for OVR's monthly Newsletter on our website and social media platforms. Newsletter will highlight OVR Consumers, Employers, Programs, Services and MORE!