

# SB15-239 Division of Vocational Rehabilitation Transfer Status Update

*presentation to*

**The Joint Budget Committee**

Colorado Department of Labor and Employment  
Ellen Golombek, Executive Director  
September 21, 2015



**COLORADO**  
Department of  
Labor and Employment



# DVR Transition Status Update

- Internal Merger Teams
- Stakeholder Outreach
- Budget
- Challenges



# Merger Teams

- **Merger Teams**

- Executive Team: Review recommendations, make operational decisions
- 8 Functional Merger Teams: Assess, make recommendations to leadership, implement technical changes
  - Budget
  - Communications
  - Facilities
  - Field offices/WIOA
  - HR, training and culture
  - IT
  - Legislation, rules and regs
  - Procurement/contracts



# Operational Decision Items

- Reporting structure
- Move date
- Leased space
- Performance management
- Hiring and personnel
- Solicitations



# Stakeholder Outreach and Engagement

- **Outreach Strategy**

- **Goals:**

- Open, honest and transparent communication
- Broadest possible inclusion of advocates, providers, staff and clients
- Multiple opportunities and methods for input
- Focus on DVR regions with most client concentration
- Establish trusted and ongoing working relationships.

- **Stakeholder Outreach Steering Committee** (Representatives from National Federation of the Blind, Colorado Center for the Blind, DVR, Independent Living Centers, Colorado Cross Disability Coalition, deaf community)

- Review/vet stakeholder lists
- Ensure inclusive process
- Promote and facilitate
- Report back to key groups



# Stakeholder Outreach and Engagement

- **10 meetings throughout Colorado**
- **Kickoff August 3rd in Denver; Wrap up October 21st**
- **Common themes:**
  - Training for staff (e.g., better knowledge of applicable regulations, etc.)
  - Lengthy wait-times for services
  - Inadequate skills training for entering the workforce
  - Youth transition services are not offered early enough (e.g., high school)
  - Understanding federal funding intricacies, including SWAP and “110 funds”
  - Increase focus on blind services, e.g. training and assistive technologies
  - Disparity in services/attention to disabled from DVR vs. Workforce Centers
  - Independent Living Centers and where they fit in the overall transition
  - Vendor programs generally and BEP in particular



# Budget Update

## **\$665,330 appropriation from SB15-239 (how allocated)**

- Personal Services: Change management, project management and culture integration
- Operating: Office space furniture, cubicles, and build costs (including OIT charges for wiring and cabling of office space for DVR staff).
- OIT: Changing to the CDLE network in 26 different DVR locations across the state as well as changing 230 email boxes.
- Legal Services: HIPPA compliance review
- Leased space: New space at 633 17th Street. Space to be ADA accessible at an anticipated lower cost. Move in date planned for June 2016.

Functional team created a co-location assessment tool to determine feasibility and timing of co-location decisions. Over 26 different leased space agreements to review for co-location.



# Challenges

- CORE
- Maintenance of effort
- Reversion
- Admin FTE transfer (budget, payroll and HR)
- Audit findings and implementation



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