

# 2025 Annual Report

State Rehabilitation Council (SRC)



IQWA

Iowa Workforce Development

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# **Letter from the Chair**



Dear SRC Members and Partners,

As we reflect on the past year, I continue to be proud to serve as your chair of the State Rehabilitation Council. I am proud to serve alongside members from across the state who share a commitment to

creating meaningful employment opportunities for individuals with disabilities. We collectively want impactful initiatives, and we work to strengthen partnerships across Iowa to achieve goals for all job seekers. People with disabilities represent a vital and integral part of our society. Providing workers with disabilities with the support and the opportunity to acquire the skills that they need for in-demand jobs and careers is critical to growing our economy, ensuring that everyone who works hard is rewarded, and building a strong middle class.

Members of the SRC are appointed by the Governor and serve for a three-year term. The SRC committee members consist of representatives from the State Independent Living Council (SILC), Client Assistance Program (CAP), Community Rehabilitation Program (CRP), Disability Advocacy groups, the State Workforce Board, a VR counselor, a Business and Industry representative and a current or former VR recipient, as well as the State VR Director, a representative of Department of Education, and a representative from the Parent Training & Information Center. Together, this group provides advice and works in partnership with the Iowa Vocational Rehabilitation Services agency to create positive changes in the lives of Iowans.

Gail Sheehy said it the best: "If we don't change, we don't grow." Over the last few years, we have seen change in many ways and though it has come with obstacles, it has also strengthened systems, opened doors for opportunities and sparked conversations that lead to better outcomes. I firmly believe we will continue to move the needle for all Iowans, and I am excited to see what 2026 brings us.

Sincerely, Eva Castillo, Chair, State Rehabilitation Council



### **MEMBERS**

(City, County)

**Eva Castillo, Chair** 

**Susan Bunz**Garner, Hancock

**Brandi Fitch**Asbury, Dubuque

**Diane Hernandez**Des Moines, Polk

**Hugh Kelly** Sigourney, Keokuk

**Victoria Keith** Iowa City, Johnson

**Cindy Kurtz Hopkins** Ottumwa, Iowa

**Richard Phelan** Clinton, Clinton

**Krys Purscell** Waukee, Dallas

**Linda Rouse** Albia, Monroe

**Lisa Schneider** West Des Moines, Dallas

William Stumpf
Dubuque, Dubuque

**Kelsey Teeter**Des Moines, Polk

**Pam Woelber** Sioux Center, Sioux

Margee Woywood Dubuque, Dubuque

# What's New with VR

### Using Innovation, Integration, and Outreach to Create a Stronger Workforce System

For the better part of three years, Iowa Vocational Rehabilitation Services (IVRS) has dedicated significant time and effort to improve the systems that create positive employment outcomes for individuals with disabilities.

This work has required more than just a change in our organizational home. It also has required that IVRS transform how its cases are managed, how service demand is addressed, and how partnerships are leveraged to deliver the best possible results for the lowans we serve.

In 2024, IVRS eliminated its waitlist for services and championed new pilot programs. Throughout 2025, we built on that progress by introducing several notable improvements to ensure that our programs remain sustainable and continue to create positive impacts for years to come.

#### **Modernizing Case Management**

IVRS recently began developing a comprehensive new case management system, called Libera, to better streamline paperwork, enhance data sharing, and save staff time. Made possible with support from the Disability Innovation Fund (DIF) Iowa Blueprint for Change grant, this modernized system will help IVRS work more closely with Community Rehabilitation Program (CRP) partners and better share information on co-enrolled WIOA customers. Planning meetings continue, with the system rollout scheduled for March 31, 2027.

#### **Strengthening CRP Training**

IVRS made significant strides in 2025 in improving training opportunities for CRP partners. Led by the CRP Workforce Program Coordinator, these efforts included the creation of a variety of resources to help ensure CRPs can deliver high-quality services for clients, including in-service sessions, webinars, on-site visits, and video conferences offered throughout the year.

#### **Developing the Unified State Plan**

Collaborating with both core partners and the State Workforce Development Board, IVRS this year played a critical role in the development of the final draft for the State of Iowa's Unified State Plan. The plan represents a key roadmap for aligning services so they ultimately meet the needs of workers, including those who face barriers to the workforce. The State Rehabilitation Council also contributed to the plan's creation through the VR Service Delivery Subcommittee. The full plan to improve service delivery is available for public comment as of mid-December 2025.

# What's New with VR

Using Innovation, Integration, and Outreach to Create a Stronger Workforce System

#### **Expanding Outreach in Rural Communities**

In collaboration with the American Jobs Center Division at Iowa Workforce Development, IVRS is planning targeted outreach events in rural Iowa communities over the course of spring 2026. These events will feature the IowaWORKS Mobile Workforce Center, local partners, and IVRS staff, with the goal of improving the connections to services for individuals with disabilities, including in underserved areas. The events also will encourage Iowans to co-enroll in IowaWORKS services, expanding access to the employment resources that help them succeed.

#### **Core 4 Program Goes Statewide**

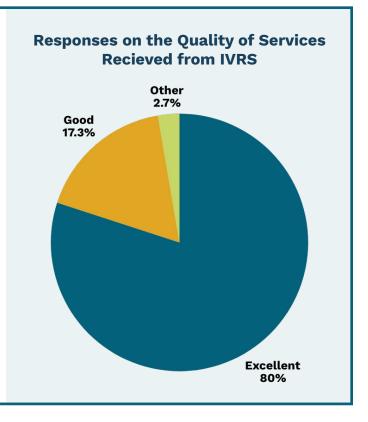
Following the success of last year's pilot, the Core Four partner program has expanded to offices across the state, boosting coordination, resources and available programs to help ensure that job-ready IVRS job candidates are successfully placed in competitive integrated employment. Core Four adds a new layer to what's available through the IowaWORKS offices (American Job Centers) by forming Integrated Resource Teams to create targeted placement for individuals with disabilities, including in more challenging client cases.

IVRS is proud to continue its mission of empowering Iowans with disabilities through innovation, collaboration, and expanded access. Through work on the above initiatives and others, we will continue to open new workplace opportunities for Iowans with disabilities. For the latest developments in the agency during 2026 and beyond, visit workforce.iowa. gov/vr.

#### **Annual Customer Satisfaction Survey**

Eighty percent of IVRS job candidates in FY2025 believe they received "excellent" services from the agency, according to an annual customer satisfaction survey. The survey has taken place every year since 2012, when the State Rehabilitation Council initiated it as part of a broader commitment to continuous approvement and accountability in the delivery of Vocational Rehabilitation services across lowa.

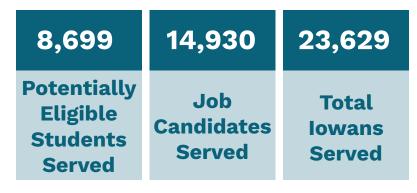
In this year's survey, 88 of 110 respondents (or 80 percent) agreed that IVRS services were "excellent," while another 19 (or 17.3 percent) described the services they received as "good." Three (2.7 percent) ranked their services as "fair," while no one ranked them as "poor."



# **IVRS Overview**

# IVRS by the Numbers

Statistics from Program Year 2024 (Covers the Period of July 1, 2024 to June 30, 2025)



Data on Closed (Rehabilitated) Cases

1,541	27	\$16.92
Successfully Employed	Average Hours Worked Per Week	Average Hourly Wage

Students with disabilities between the ages of 14 and 21 who have not yet applied for full Vocational Rehabilitation (VR) services, but who were able to participate in career exploration programs and other services that prepare them for employment

Potentially Eligible Students:

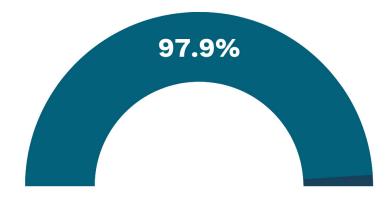
Job Candidates: Individual with disabilities who applied for and received VR services.

(including Pre-Employment Transition Services and

auxiliary aids).

Successful IVRS job candidates reported a total **increase in income of \$21.75 million**, a **+115% rise** between the time of their application and the closure of their case file. Total reported income from Iowans with disabilities served by IVRS equaled **\$39.37 million annually**.

In the same program year, **666 students** served by IVRS were successfully employed, working **27 hours a week** earning an average of **\$15.57/hour.** 



Approximately 97.9% of successful VR job candidates remain in Iowa – working, paying taxes, and contributing to their communities.

# A Partner to Iowa Businesses

# IVRS by the Numbers

Statistics from Program Year 2024 (Covers the Period of July 1, 2024 to June 30, 2025)



IVRS helped 1,541 Iowans with disabilities find competitive employment, resulting in 890 unique Iowa businesses gaining new talent.

### **Top 10 Employers of IVRS Job Candidates**

Hy-Vee has now been the top employer of IVRS job candidates for 12 years!

Employer Name	<b>Total Hires</b>
1. Hy-Vee, Inc.	82
2. Self-Employed Individuals	74
3. Walmart	45
4. Kwik Star	28
5. Fareway	27
6. Goodwill Industries	23
7. Pizza Ranch	23
8. McDonald's	20
9. MercyOne	20
10. University of Iowa	20

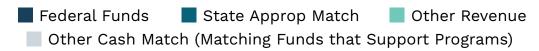
These successful job candidates found employment at 890 businesses across Iowa—ranging from large employers to small businesses in local communities. Their placements span a wide variety of industries, including building and grounds maintenance, transportation, healthcare, and many others, showcasing the broad reach of IVRS employer partnerships.

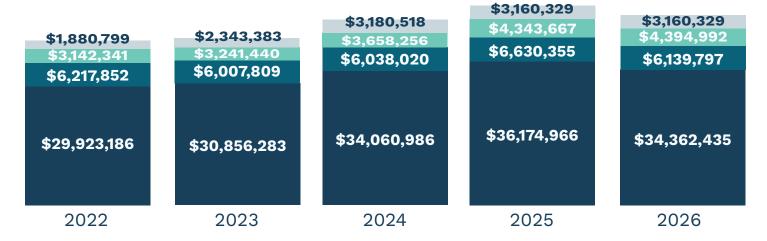
This past year, IVRS took additional steps to highlight the work of employers, including during National Disability Employment Awareness Month (highlighted later in this report).

# **Financial Statement**

# IVRS by the Numbers

IVRS Revenues (Federal Fiscal Years 2022-2026)





# **IVRS Expenditures (Federal Fiscal Year)**

### **2024 Top Expenditures**

- Four-Year College or University Training
- Rehabilitation Technology
- Supported Employment
- Junior or Community College Training
- Self-Employment

### **2023 Top Expenditures**

- Four-Year College or University Training
- Rehabilitation Technology
- Supported Employment
- · Junior or Community College Training
- Job Search

The Federal Government matches the amount that the State of Iowa invests into Vocational Rehabilitation. IVRS brings in almost four (\$4) federal dollars for every state dollar invested in the program.

A total of 44 IVRS job candidates who previously were receiving **public support for living expenses (SSI, SSDI, TANF, General Assistance)** are now supporting themselves, creating an annual savings of \$352,175 for the state.

# **Helping Students Find Careers**

Statistics from Program Year 2024 (Covers the Period of July 1, 2024 to June 30, 2025)

The work of IVRS each year creates a positive impact on our youth with disabilities and provides a critical link to promising career pathways across the state!

In program year 2024, IVRS spent \$6.36 million on post-secondary tuition assistance, helping over 15,000 students attain educational and occupational skills.

### **Transition Students**

### **Program Year 2024**

Potentially Eligible Students Served	8,699
Transition Students Served	6,996
Closed Files due to Rehabilitation	666
Hours Worked Per Week	27
Average Hourly Wage	\$15.57
Referral Percentage from School Districts	21.4%





### 2025 SRC Legislature Reception

Each year, the State Rehabilitation Council, Iowa Vocational Rehabilitation Services, and fellow agency partners come together for an annual legislature reception event that showcases what's possible in today's workforce. Taking place in the heart of the Iowa State Capitol during the prime of the state legislature's session, the event showcases Iowa's workforce system and the work being done to help Iowans with disabilities find new careers.

The 2025 reception took place in late January in the capitol rotunda and featured unique highlights from the agency, including success story videos, key program data, and most importantly, job candidates who have been impacted firsthand. The event marked an important time to engage and educate the Iowans who shape the future policy for our workforce.

One such job candidate who attended was Dawson (below, top right and bottom left), a job candidate from Eastern Iowa, whose story proves that having disability doesn't need to limit one's potential for meaningful work and how Employment First is possible all across Iowa.









# Celebrating National Disability Awareness Month

National Disability Employment Awareness Month (NDEAM), taking place every October, serves as an important time to celebrate the contributions of individuals with disabilities and the programs that make their success possible in today's workforce.

IVRS, along with its parent agency Iowa Workforce Development, key partners, and staff, recognize the month by hosting dozens of events and webinars, sharing success stories, and talking about the many pathways available for Iowans with disabilities to find a successful career.

Since aligning Vocational Rehabilitation with other workforce programs at IWD, Iowans with disabilities have greater access to more services and better connections to the resources that can help them find meaningful employment across the state.

Highlights

#### **NDEAM Webinar Series**

A webinar series highlighted the many different topics related to disability employment, including:

- Digital Accessibility
  - Covering the fundamentals of digital accessibility, including high-level walkthroughs of key concepts and practical techniques.
- Employer Panel: Hiring, Supporting, and Retaining Employees with Disabilities Iowa employers discussing accommodations, hiring processes, and other best practices to hire, support, and retain individuals with disabilities.
- Disability Etiquette
  - Covering the important but not often considered topic of disability etiquette in the workplace, centering on the need to develop a thoughtful awareness around disabilities that focuses on abilities, not limitations.
- Flexible by Design: Celebrating Value and Retaining Talent in a Changing Workforce Exploring the business case for workplace flexibility, not just as an accommodation but also as a powerful strategy for retention and resilience.
- The ADA and FMLA: Understanding the Alphabet Soup
   Covering the basics of how the Americans with Disabilities Act and Family Medical
   Leave Act can intersect for employers and how to help make digital content more user friendly for every worker and customer.

#### **Events in Communities Across Iowa**

IVRS staff made their presence known during NDEAM by hosting a number of employment-related events in communities across the state, often at American Job Centers or at the locations of local partners.

Featured events included local proclamation signings, hiring and resource events, and employment-related panels that benefited both job seekers and employers.



### Celebrating National Disability Awareness Month with Partners and Employers

#### **Statewide Proclamation Signing**

Our celebration of National Disability Employment Awareness Month (NDEAM) reached new heights after a proclamation signing with Governor Reynolds. The event centered around the State of Iowa's support for long-term investments in the systems and programs that help Iowans with disabilities find successful employment and the work undertaken in recent years to align Iowa's workforce system.









### Celebrating National Disability Awareness Month with Partners and Employers

#### **Employer Awards for Disability Employment**

Together with several partners, IVRS utilized the month of November to create a brandnew recognition for employers who have gone above and beyond to create workforce opportunities for Iowans with disabilities.



#### **Champion for Disability Employment Award**

Athene, a leading retirement services company in West Des Moines, was presented with the Champion for Disability Employment Award, given to employers who have gone above and beyond to work with the disability community and incorporate Iowans with disabilities in the workplace.



#### **New Business Partnership Award**

AMC Theaters was recognized for a new collaboration with Vocational Rehabilitation that has shown early success in hiring. In 2023, VR reached out to AMC to support a job candidate that was struggling with traditional job interviews. AMC then adopted a meet-and-greet approach for interviews, hiring at least four individuals with disabilities in Iowa.



#### **Innovative Award**

The Iowa Veterans Home received the Innovative Award because of the example they've set for other employers in taking a unique, forward-thinking step beyond traditional means to recruit and hire individuals with disabilities.



#### **Vocational Rehabilitation Recognition Award**

MercyOne was recognized as an employer that is becoming an emerging leader and innovator in disability employment. The company has partnered with Des Moines Public Schools to get involved with Project SEARCH, a program that takes students with disabilities and educates them with a combination of classroom softskills training and on-the-job-training.

### IVRS Office Moves and Becoming More Aligned In the Workforce System

IVRS had a busy year of changes to its presence in the physical offices, all of which were made to help improve the experience for staff and the customers we serve.

This past year brought more than just progress in service delivery for IVRS – it also brought a few new addresses along the way. IVRS staff worked on a series of office transitions, all as part of a greater effort to improve the experience and better align services for the Iowans we serve.

#### A few highlights include:

The opening of a new and improved IowaWORKS office in the Des Moines metro area, which included the participation of several IVRS counselors who relocated to create a better experience for serving Iowans with disabilities.

Address: IowaWORKS River Park (525 SW Fifth St, Des Moines, IA 50309)





The relocation of the physical IowaWORKS Fort Dodge location, to continue providing critical workforce services in the area.

• Address: IowaWORKS Fort Dodge (330 1st Ave N, Suite G, Fort Dodge, IA 50501)

The relocation and grand opening of a new, one-stop center in Cedar Rapids in conjunction with Kirkwood Community College. IVRS counselors now share space at a centralized, strategic location that will greatly improve services.

• Address: IowaWORKS Cedar Rapids (1025 Kirkwood Parkway SW, Cedar Rapids, IA 52404)





For a full list of IVRS offices across the state, visit workforce.iowa.gov/vr/contact

### Successful Pre-ETS Summer Activities Across Iowa

For Vocational Rehabilitation to be successful in Iowa, our programs must also prioritize the interests, skills, and pathways being formed with our youth. IVRS offers this support through its Pre-Employment Transition Services (Pre-ETS), created for students with disabilities ages 14 to 21 who are preparing to enter the workforce after finishing school. The focus on Pre-ETS centers around meaningful summer programs designed to help give them an early start on building skills, exploring careers, and having fun along the way through job exploration and skills training.

Pre-ETS activities vary in unique ways across the state, and IVRS Counselors work closely with Transitional Alliance Programs (TAP) in local schools to tailor each summer program to meet the unique needs and resources of students in their communities.

Several highlights from this past year are included below. Students with disabilities ages 14 to 21 can participate in the programs through their local schools. For more information, visit workforce.iowa.gov/vr/education/students.

8,699

Number of students served by IVRS in program year 2024.



At Dubuque TAP Camp, students like Bryce and Hunter explored future career paths using virtual reality headsets at Northeast Iowa Community College. This hands-on experience gave them a fun and immersive way to imagine their futures and learn about different job opportunities.



During the summer, several students from the Cedar Rapids area visited the Culvers Garden Center and Greenhouse in Marion to learn about gardening, landscaping, and related employment opportunities. The students ended the experience with a fun activity involving the planting of a succulent.



Students in the Sioux City area visited Kalins Indoor Comfort to familiarize themselves with the work to become an HVAC technician and were able to test out the different types of equipment and tools needed for the various HVAC positions.

#### **Check out a video feature on Pre-ETS activities in Marshalltown:**

Students take a visit to Wolfe Ranch to get a hands-on ranching experience that is just as important to employers as it is for participants.

# **Voc Rehab Successes**

### 'Pit Happens' for DeSoto Man with Help from Self-Employment Program

Matt Grems grew up around the roar of machines, perched at the controls of a bulldozer from age 12 on, working at his father's rock quarry.

"I've run heavy equipment my whole life," Grems said. "You can't hear anything on there anyway, so you really kind of have use sign language and body language. It worked well for me over the years."

Because it put him on even footing with everyone else.

Grems was born with profound hearing loss in both ears and briefly attended a school for the deaf as a youngster in Fort Dodge. Eventually, leaning on lip-reading and hearing aids, he would turn his experience at the family business into a 32-year career digging sewer lines for a plumbing company.



Then, one day a friend brought a large meat smoker to a family event. Grems ended up spending a tax return on his own trailer-sized smoker and launched a long process of learning barbecue.

"For the last 10 years, my friends have been telling me that I really need to sell my food and get into business with it," he said.

So earlier this year, Grems started working with counselors Jean Knoll and Yvette Clausen from the Self-Employment program in the Rehabilitation Services division of Iowa Workforce Development. The program helps Iowans with disabilities find rewarding work on their own terms. It provides hands-on business expertise to advise would-be entrepreneurs and up to \$7,000 to help them find specific technical expertise.

In Grems' case, the program helped find the people he needed to create a logo and launch a website.

"Grems' Pit Happens BBQ" launched in DeSoto at the end of April 2025. In its first three months, the traveling business served food at two weddings, a youth rodeo, and two benefit events, as well as operating on many weekends from the parking lot of his wife's childcare business on Highway 169.

"I'm doing OK," Grems said, praising the support of his wife, Amanda. "I think next year, we're going to try to step it up and go full time."



Grems also praised the assistance he received from Knoll and Clausen, saying "I don't think I could have or would have gotten into this without Jean and Yvette directing me as to where I need to go and what I need to do. No matter what, they were on it. They were very, very helpful."

For more information, visit the **Grems Pit Happens BBQ website**.

# **Voc Rehab Successes**

### Mobile Barbering Gives Des Moines Man a Path Around Disability

For Jake Sahr, the solution to problems with standing for long periods was to get more mobile – in a major way.

Sahr, whose cerebral palsy creates frequent difficulties with tight, weak, and spastic muscles in his legs, was working in health care several years ago when he decided it was time for a change.

"Regular work has been difficult for me to maintain because I have to go to the doctor a lot," Sahr said.



With help from the Vocational Rehabilitation Services division of Iowa Workforce Development, Sahr found an answer in self-employment. Sahr's new business, The Mobile Barbering Company, allows him to set his own schedule while servicing a mix of individual clients and community organizations, such as assisted living facilities and group homes.



"Right now, it's primarily still an individual, community-based clientele," Sahr said. "But I would like to be more organization-focused, because that would allow me to serve people who don't normally get the access to this kind of thing."

IWD's Self-Employment program helped Sahr launch his business by paying for equipment and for experts to help with branding and the <a href="MobileBarberingCo.com">MobileBarberingCo.com</a> website.

Self-employment sometimes is the best possible option for lowans who aren't able to work on a predictable basis, said Vocational Rehabilitation counselor Courtney Anderson.

"This way, you can control your own schedule," she said. "You can decide what you want to do. If you're having a bad day, you can accommodate yourself as much as you need to. You're in control."

For more information on how lowans with disabilities can develop their own businesses, visit the <u>self-employment page</u> of IWD's Vocational Rehabilitation Services website.

# **Voc Rehab Successes**

### Vocational Rehabilitation Helps Remove Obstacles to Education



Abbie Liechty was in her first year at the University of Iowa when it became clear that "something was wrong. Because I wasn't able to get through things as fast as other kids were able to get through things."

Technically, this had been a problem since middle school, but no one thought much of it. It never affected her grades. Liechty had learned early not to waste time on assigned readings in high school. Instead, she concentrated on study guides and memorizing what teachers said in class. And it worked.

Until it didn't.

Eventually, testing diagnosed Liechty with a reading disability, ADHD, and some accompanying anxiety issues. It was unclear what this meant for the future – until Vocational Rehabilitation Services helped show her the pathway to a rewarding career.

"I think having an advocate really helped me, especially when I was trying to figure out what I really wanted to do," she said. "I don't know that I would have gone to law school if I hadn't talked to Voc Rehab. They made it all seem possible."

Rehabilitation Counselor Susan Sumers estimates that at any given time she is helping 110-120 lowans with disabilities navigate through college. In Fiscal Year 2024, Vocational Rehabilitation Services spent more than \$4.8 million helping a total of 1,254 lowans from across the state who were enrolled in some form of community college, four-year university, graduate school, or university training.

Depending on individual needs, the program assists students with tuition and fees (reducing the need to work while in school), as well as providing supplies and/or adaptive technology. Mostly, Voc Rehab staff explain the system, advise students on available accommodations, and help them find ways around the obstacles created by a disability.

"The biggest tool we have is guidance and counseling," Summers said. "We're really about making sure that the person doesn't have any barrier to their employment."

For Liechty, assistance included help both with tuition and in obtaining audio versions of textbooks – both at the University of Iowa and later at the Gonzaga University School of Law. Summers also helped Liechty find adaptive technology and PDF-reading software.

Last fall, Liechty passed the bar exam and now works with her father in a Mount Pleasant law firm.

The assistance from Vocational Rehabilitation "kind of evened me out with everybody else," Liechty said. "I was put on an equal playing field so I could have an equal chance."

For more about postsecondary education assistance through Vocational Rehabilitation Services, visit <a href="https://workforce.iowa.gov/vr/students-schools/post-secondary">https://workforce.iowa.gov/vr/students-schools/post-secondary</a>.

Website workforce.iowa.gov/vr

Address 1000 E Grand Avenue Des Moines, IA 50319



# **CONTACT US**

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