



Robert Bentley
GOVERNOR

Alabama Department of
REHABILITATION SERVICES



Cary F. Boswell
COMMISSIONER

Alabama Department of Rehabilitation Services, 2419 Gordon Smith Dr., Mobile, AL 36617
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Alabama Department of Rehabilitation Services, with 21 ADRS offices statewide, helps Wounded Warriors and other Alabamians with disabilities achieve independence through employment. The injury or condition does not need to be a service connected disability. The condition must be a substantial impediment to employment and the individual must be able to benefit from services in terms of retaining his/her current employment or obtaining a new job. ADRS services are listed in three categories,

1) Rehabilitation Services 2) Technical Assistance by master's level engineers, and 3) Business Relations Services, with local business accounts as well as regional and national employer contacts through the national collaboration of state Vocational Rehabilitation Services referred to as "The NET". These services include:

REHABILITATION

Based on individual needs, ADRS provides specialized employment and training services such as:

- Educational services (dependant upon economic needs)
- Vocational assessment
- Coordination of evaluation and counseling services
- Job training
- Assistance with obtaining a job or returning to one
- Counselors specialized in providing services and accommodations unique to a specific impairment and/or condition:
 - a. **Hearing Loss:** *Specialty Staff for hearing available upon counselor referral include Interpreters for the Deaf and an audiologist.*
 - b. **Vision Loss:** *Specialty Staff for vision available upon counselor referral include Rehabilitation Teachers and an Orientation & Mobility Specialist who assist people with vision loss be independent.*
 - c. **Traumatic Brain Injury (TBI):** *A pre-vocational program for people with a head injury, is also provided by ADRS. There are three support groups for TBI which meet throughout the Mobile and Baldwin county areas.*
 - d. **Post Traumatic Specialty Disorder Specialty (PTSD):** *Many returning veterans have difficulty returning to work. Services in addition to counseling may include assistance on the job through the ADRS Retaining A Valued Employee (RAVE) program.*

PROVIDING SERVICES TO ALABAMIANS WITH DISABILITIES

TECHNICAL ASSISTANCE

Some employees with disabilities or their employers may not know the best accommodations needed in order to perform a job task, nor do they know where to get them. The statewide team of master's level engineers is available to assist with these services:

- Job task analysis
- Product modification and design
- Accommodation implementation
- Assistive Technology
- Job accommodation evaluations
- Augmentative/Alternative communication evaluations
- Computer access evaluations (for low vision, physical, and learning disabilities)
- Technical support and training for computer based assistive technology
- Residential and commercial building accessibility reviews and/or modification
- Workplace modification and design
- Ergonomics information

BUSINESS RELATIONS SERVICES

Over the past 20 years, "employer accounts" have been developed and serviced by the statewide ADRS Business Relations Consultants (BRC). National accounts established by "The NET" (National Employment Team), a collaboration of state Vocational Rehabilitation, routinely list job vacancies with the BRCs. Other national and regional businesses and federal contractors regularly list their job openings to be distributed to all the BRCs. Business Relations Services include:

- Job Retention through the Retaining A Valued Employee program (RAVE)
- Job search assistance utilizing labor market information developed from years of local and national business partnerships
- Assistance with identifying transferable Knowledge, Skills, and Abilities prior to preparing a resume
- Technical assistance for accommodations, if needed, before and during employment
- Training for employers regarding accommodations and disability awareness/etiquette
- Resources for ADA information and assistance for businesses
- Financial incentives for businesses that hire or retain wounded warriors and others with disabilities.



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RAVE Case Examples

Problem: A Degussa (now Evonik) employee with limited shoulder range of motion is being moved to a new chemical testing job due to the elimination of their previous position. Due to the layout of equipment, the new position requires too much reaching and the employee is having difficulty performing the job.

Solution: The employee, Rehabilitation Technology Specialist (engineer), and Business Relations Specialist met with the supervisor and Human Resource staff to evaluate the job tasks and make recommendations. The problem tasks were identified, and recommendations were made to place some testing equipment on a lower table.

Problem: An Alabama State Port Authority Administrative Support employee began having pains across the shoulder and neck, numbness on one side down the leg, and was wearing a brace on the left hand as prescribed by the doctor. The supervisor contact Vocational Rehabilitation Services READI Net for ergonomic recommendations to help this key employee.

Solution: The Counselor, Rehabilitation Technology Specialist, and Business Relations Specialist met the employee and the supervisor at the worksite. The desk arrangement was altered for ease of movement. A phone headset, footrest, and adjustable ergonomic chair were purchased.

Problem: A Degussa (now Evonik) employee in the production department of a manufacturing plant suddenly experiences substantial vision loss due to glaucoma. The employee was no longer able to perform the essential functions of the job.

Solution: The Counselor and Business Relations Consultant met with the employee and employer to identify other jobs in the facility that the employee could perform. A job match was identified as suitable with accommodations. Equipment was provided and Vocational Rehabilitation provided training on use of the equipment.

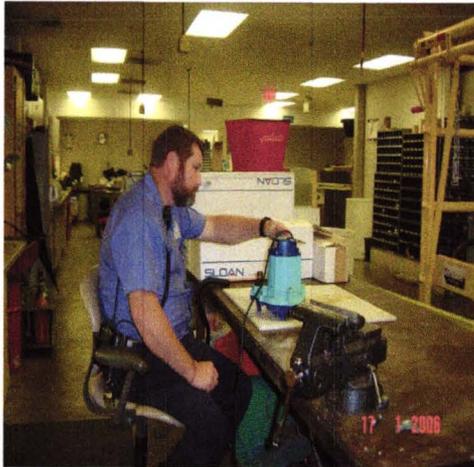
Problem: A Daphne High School Teacher and Assistant Football Coach was seriously injured in an auto accident. After months recuperating and with physical therapy, the coach was eager to return to work. Transportation, building accessibility, and reaching the second floor of the field house were problematic.

Solution: The Counselor, Rehabilitation Technology Specialist, and Business Relations Consultant met with the Assistant Coach and his school Principal to tour his classroom, the football field, and the field house. The Baldwin County Board of Education ensured that the classroom and school were accessible. An elevator in the field house was installed by the school system to provide access to the second floor.

PROVIDING SERVICES TO ALABAMIANS WITH DISABILITIES

KENNETH

KENNETH IS A RETURNING VETERAN WHO SUSTAINED A BACK INJURY WHILE SERVING IN IRAQ.



KENNETH WORKS AS A PLUMBER AT DRUID CITY HOSPITAL

RECOMMENDATIONS:

- TELE-TOWER FOR OVERHEAD LIFTING
- HYDRAULIC LIFT TABLE
- ADJUSTABLE WORK STOOL
- SCOOTER



VETERANS EMPLOYMENT TEAM COLLABORATION

Gulf Coast Region

1. Alabama Career Centers, 515 Springhill Plaza Court, - DVOPs (Disabled Veteran Outreach Representative), Assistance with job placement and training for disabled veterans. Lisa Owen, lisa.owen@alcc.alabama.gov (251) 461-4447 or Renaldo Bryant, renaldo.bryant@alcc.alabama.gov (251) 461-4446; LVER (Local Veteran Employment Representative); Job development in the community and local business contacts for all veterans. Dale Cookson, dale.cookson@alcc.alabama.gov (251) 461-4448, Nicholas Bowen- Baldwin county (251) 937-4161 nicholas.bowen@alcc.alabama.gov

2. Alabama Department of Rehabilitation Services, 2419 Gordon Smith Drive - Services provided to wounded warriors with disabilities, not necessarily service-connected, in order to maintain or obtain suitable employment. Coordinates job placement, training and disability services. Provides job placement services to wounded warriors. Provides technical assistance for accommodations before, during and after employment to wounded warriors and businesses. Denise Patterson, Rehabilitation Counselor, denise.patterson@rehab.alabama.gov (251) 479-8611 ext 2128, Lorinda Day, Business Relations Counselor, Lorinda.day@rehab.alabama.gov (251) 479-8611, ext 2154

3. Alabama Department of Veterans Affairs, 1150 Government Street - provides access to appropriate benefits including disability, education, training, employment, home loan,

dependent and survivor benefits, insurance and medical treatment. Tonya Wicks (251)574-8578. Tonya.wicks@va.alabama.gov.

4. American Red Cross, 35 North Sage Street provides disaster relief services (251) 438-2571

5. Catholic Social Services, 555 Dauphin Street, provides counseling, social services clothing, food etc.; (251) 434-1500

6. Consumer Credit Counseling Service of Mobile, 705 Oak Circle E.- provides free credit counseling services (251) 602-0011

7. Fifteen Place, 279B N. Washington Ave-day center that provides food, showers and agency referral services.; Josh Willis(251) - 694-5061

8. McKemie Place, 913 S. Broad Street - Women's shelter for single unaccompanied women that provides shelter, dinner, and counseling. (251) 432-3399

9. Salvation Army- 1009 Dauphin Street, provides shelter, drug and alcohol treatment, financial assistance and other social services. (251) 438-1625

10. VA Outpatient Clinic, 1504 Springhill Ave. - provides medical and psychological care/treatment (251) 219-3900

11. Vet Center, 3221 Springhill Avenue, Bldg 2, Suite C - provides a wide range of free professional Readjustment counseling services

& referrals to those veterans who have been exposed to combat or any form of military sexual trauma. The agency also has a Licensed Marriage & Family Therapist on staff. Bereavement counseling is also provided to survivors (spouse, parents, siblings, and/or children) of Armed Forces personnel who have died during service to our country. Locally, contact James Willis, james.willis@va.gov Theresa Blevins theresa.blevins@va.gov, Elizabeth Wharthon elizabeth.wharthon@va.gov, Robert Cummings, robert.cummings2@va.gov (251) 478-5906 or access www.vetcenter.va.gov/1.866.644.5371, for comprehensive Nationwide Assistance.

12. VR&E, 900 Western America Circle, Ste. 104 (Veterans Rehabilitation & Employment) - provides vocational rehabilitation services to vets. Zuri Stokes (251) 441-5616 or (251) 441-5615

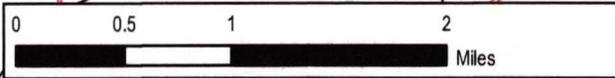
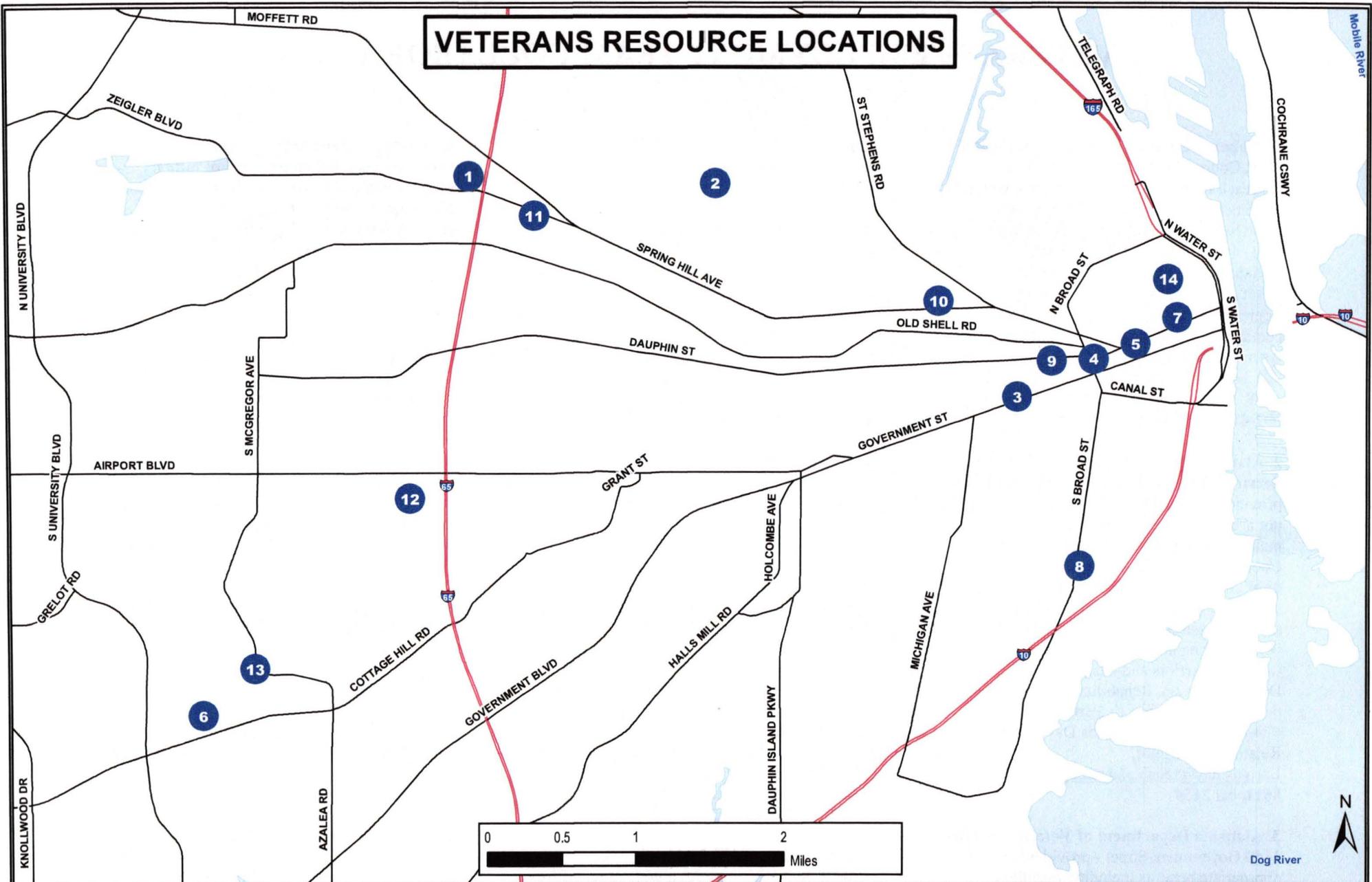
13. VOA (Volunteers of America) 600 Azalea Road - provides a variety of social services. There is currently being developed a 36 unit transitional housing for homeless vets, Steven Dahmer (251) 421-1229 or (251)300-3968

14. Water Front Rescue Mission, 279A Washington Ave. - Men's shelter that provides rehab services. Mr. Sam Bradley (251) 433-1847

15. South Alabama Volunteer Lawyers Program- Serving those who can least afford legal help but need it the most. 1-866-456-4995

Revised /updated February /2015

VETERANS RESOURCE LOCATIONS



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|---|---|
| 1 ALABAMA CAREER CENTER | 8 MCKEMIE PLACE |
| 2 ALABAMA DEPARTMENT OF REHABILITATION SERVICES | 9 SALVATION ARMY |
| 3 ALABAMA DEPARTMENT OF VETERANS AFFAIRS | 10 VA OUTPATIENT CLINIC |
| 4 AMERICAN RED CROSS | 11 VET CENTER |
| 5 CATHOLIC SOCIAL SERVICES | 12 VETERANS REHABILITATION & EMPLOYMENT (V R & E) |
| 6 CONSUMER CREDIT COUNSELING SERVICE OF MOBILE | 13 VOLUNTEERS OF AMERICA (V O A) |
| 7 FIFTEEN PLACE | 14 WATER FRONT RESCUE MISSION |

 Sites
 Mobile Bay
 Interstate
 Major Roads
 Streets

CONTACT INFORMATION
 Prepared by:
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