



Don't Dis My Ability

EXHIBIT F



Arkansas
**Rehabilitation
Services**

Arkansas Workforce Connections

Empowering Every Ability, Every Day

Arkansas Rehabilitation Services (ARS) Overview
Joseph Baxter, Commissioner
Dana Byrum, Deputy of Field Operations
Amy Lamb, Associate Commissioner Access and Accommodations

ARS Mission Statement



Arkansas Rehabilitation Services (ARS) mission is

“To prepare Arkansans with disabilities to work and lead productive and independent lives.”

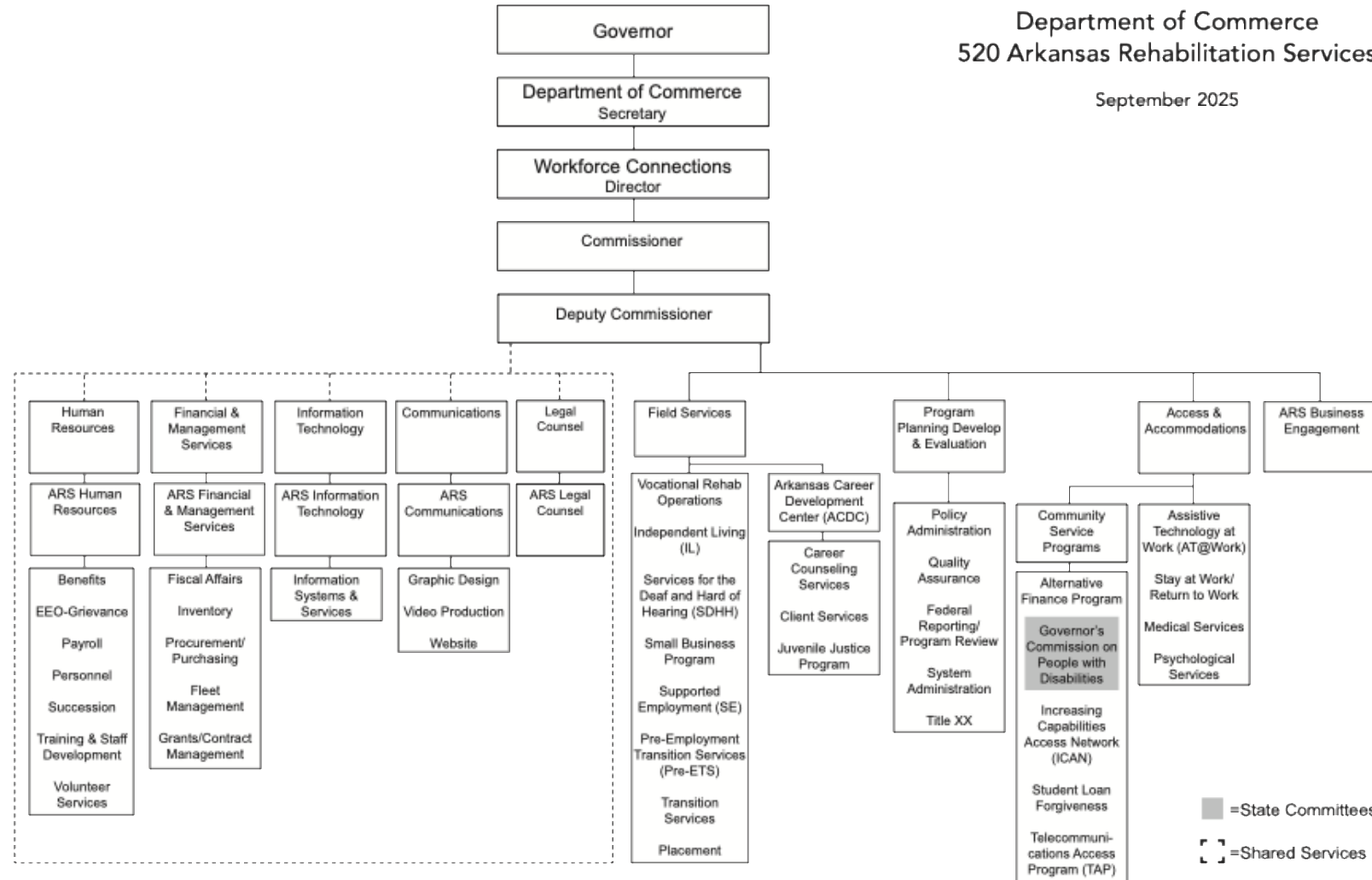
They achieve this through various training and career preparation programs that focus on vocational rehabilitation, career and technical education, and transition services. ARS aims to help individuals with disabilities overcome barriers to employment and achieve greater independence.

Organizational Chart



Department of Commerce
520 Arkansas Rehabilitation Services

September 2025



Who Do We Serve?



ARS helps Arkansans with a **wide range of disabilities** that may create barriers to employment. We cover both **physical** and **mental health** conditions.

Here are some examples:

Physical Disabilities

- Mobility impairments (spinal cord injuries, cerebral palsy, muscular dystrophy, amputation)
- Sensory impairments (deafness and hard of hearing)
- Chronic health conditions (e.g., diabetes, epilepsy, multiple sclerosis)

Who Do We Serve?



Cognitive & Learning Disabilities

- Intellectual disabilities
- Specific learning disabilities (academic areas – reading, writing, math)
- Neurodevelopmental disabilities (Autism, ADHD)
- Traumatic brain injury (TBI)
- Developmental disabilities

Mental & Behavioral Health Conditions

- Depression, anxiety disorders, PTSD
- Bipolar disorder, schizophrenia, and other psychiatric conditions

Other Disabilities Covered

- Any condition that creates a **substantial barrier to employment**, but where the person can **benefit from vocational rehabilitation services**
- Individuals receiving **SSI or SSDI** are **presumed eligible**

How to Apply?

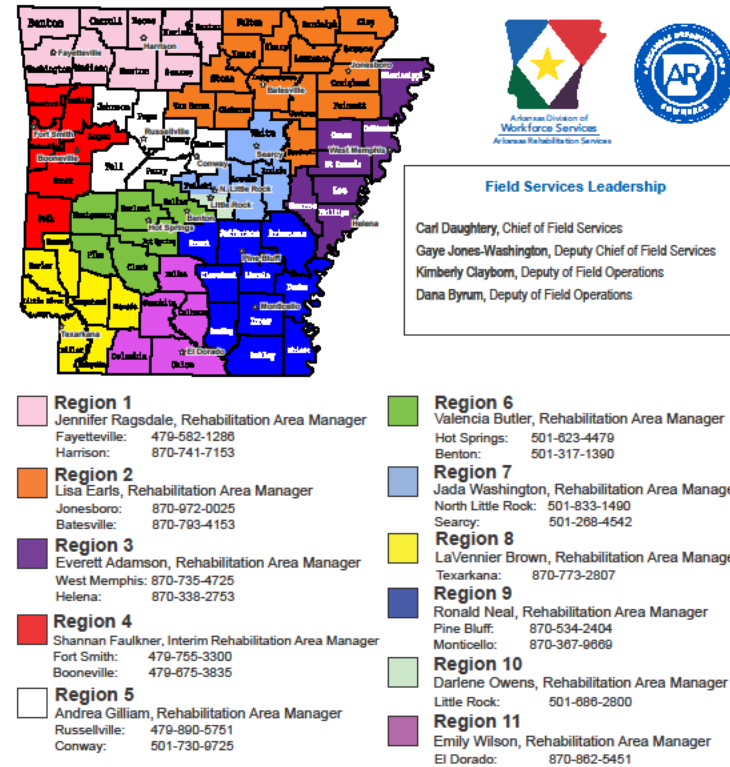


HOW TO APPLY?

19 FIELD OFFICES

SERVING ALL 75 COUNTIES

Arkansas Rehabilitation Services Field Office Map



Field Offices: Counties Served

Batesville: Independence, Cleburne, Van Buren, Stone, Izard, Jackson, Sharp, Woodruff, Fulton
Benton: Saline
Booneville: Logan, Franklin, Polk, Scott
Conway: Conway, Faulkner, Perry
El Dorado: Ouachita, Calhoun, Dallas, Union, Columbia
Fayetteville: Benton, Washington, Madison
Fort Smith: Crawford, Sebastian
Harrison: Baxter, Boone, Marion, Newton, Searcy, Carroll
Helena: Lee, Phillips, Monroe
Hot Springs: Clark, Hot Spring, Montgomery, Garland, Pike
Jonesboro: Clay, Craighead, Greene, Lawrence, Polk, Randolph
Little Rock: Pulaski (south)
Monticello: Ashley, Desha, Bradley, Lincoln, Chicot, Drew
North Little Rock: Pulaski (north), Lonoke, Prairie
Pine Bluff: Jefferson, Cleveland, Grant, Arkansas
Russellville: Johnson, Vell, Pope
Searcy: White
Texarkana: Howard, Lafayette, Nevada, Hempstead, Miller, Sevier, Little River
West Memphis: St. Francis, Crittenden, Cross, Mississippi



How to Apply? Online



ARS02/0521

Train. Work. Achieve.

Training and career development through Arkansas Rehabilitation Services can help get you where you want to go.



Now offering financial aid and disability supports towards:

- College, Technical, and Career Training
- Career Readiness
- Career Leads & Placement
- Career Supports

REGISTER NOW
https://arkansasdws.formstack.com/forms/ars_referral_short_form



Scan me!



Arkansas Division of Workforce Services
Arkansas Rehabilitation Services

Arkansas Rehabilitation Services



Professional Service Providers



A Certified Vocational Rehabilitation Counselor is a trained professional who assists individuals with disabilities in achieving employment and independence. To qualify, candidates typically must:

- Hold a **master's degree** in rehabilitation counseling or a related field (e.g., counseling, psychology, social work).
- Complete **supervised clinical experience** in vocational rehabilitation or counseling.
- Demonstrate knowledge of **federal and state regulations**, ethical standards, and best practices in vocational rehabilitation.
- Pass the **Certified Rehabilitation Counselor (CRC) exam**, administered by the Commission on Rehabilitation Counselor Certification (CRCC).
- Maintain certification through ongoing **continuing education and professional development**.

ARS: ELIGIBILITY

- Presence of a physical or mental impairment.
- A substantial impediment to employment must exist.
- Can benefit from vocational rehabilitation services.
- Preparation needed to prepare, enter, engage in, or retain employment.
- Presumed Eligible: SSI/SSDI.

ARS: INDIVIDUAL PLAN FOR EMPLOYMENT (IPE)

- Vocational Rehabilitation Counselor collaborates with the client and his/her interprofessional team to develop IPE.
- IPE will be developed within 90 days.
- IPE will identify employment outcome, objectives, criteria to measures the client's success, and the SERVICES.

Services



Diagnostic/Assessment

Counseling and Guidance

Post-secondary Education

Restoration Services

Pre-employment Transition

Tools and Equipment

On-the-Job-Training

Additional Programs



Arkansas Career Development Center

Transition Special Projects

Program Planning, Development and Evaluation

Business Services

Access and Accommodations



Purpose:

To provide assessment, assistive technology (AT), and work-related programs that provide direct support to vocational rehabilitation clients, counselors, and employers to improve and facilitate competitive integrated employment outcomes for individuals with disabilities or act as a resource with regards to assessment and diagnosis, assistive technology, or accommodations.

Community Service Programs:



Arkansas Workforce Connections



AFP

Alternative Finance Program



Access and Accommodations



AT@Work

Provides direct support to vocational rehabilitation clients through AT assessments and consultation services. These assessments are specifically designed to aide counselors and clients in the determination or viability of proper accommodations, or vocational goal on a functional basis.

Psychological Services

Provide diagnostic services to counselors working with clients during the initial stages of case development and planning or if more detailed psychological information is necessary during case development. Services provided include mental health assessments, psychoeducational and vocational evaluations, diagnostic evaluations, and case consultation.

Medical Services

Provide general medical examinations and medical consultations to aid rehabilitation counselors in determining eligibility or during case development.

Stay-at-Work/Return-to-Work (SAW/RTW)

Assist employers by identifying accommodations that work. These “accommodation specialists” focus on what an employee can do or is capable of doing with the right accommodation. By working hand-in-hand with the employer and employee, new or different ways of successfully performing work tasks can be identified either by adjusting how specific tasks are performed or introducing the use of different technologies or equipment to assist in task completion



Access and Accommodations




Stay at Work / Return to Work
(SAW / RTW)
Success Story





Arkansas Workforce Connections

Joseph Baxter, Commissioner

Joseph.Baxter@arkansas.gov

Carl Daughtery, Chief of Field Services

Carl.Daughtery@arkansas.gov

Amy Lamb, Associate Commissioner

Amy.Lamb@arkansas.gov