

Approved **Minutes**
PERFORMANCE REVIEW COMMITTEE
April 7, 2022
10:00 AM – 11:30 AM
Zoom

Meeting called by:

Nick Caputo, Committee Chair, called the meeting to order at 10:04 a.m.

Members Present:

- Laura Flint
- Kevin Stapleton
- Nick Caputo
- Rose Lucenti
- Sherrie Brunelle
- Sophie Zeman-Hale
- Marlena Hughes (arrived late)

Members Absent:

- Bill Meirs
- Robin Ingenthron
- Gina D'Ambrosio

SRC Liaison:

- Amanda Arnold

SRC Coordinator:

- Position Vacant

Interpreters:

- Kristal Haynes
- Liz Buregard

Speakers or Presenters:

- Will Pendlebury
- Kate Parrish

Guests:

- Will Pendlebury
- Kate Parrish

1) Introductions (Nick Caputo)

Discussion:

Those in attendance introduced themselves.

Conclusions:

Thanks to everyone!

Action Items, Person Responsible, Deadline:

None

2) Approval of Agenda (Nick Caputo)

Discussion:

Nick asked for any proposed additions or changes to the agenda. There were none. Sherrie moved to accept the agenda and it was seconded by Laura Flint. No further discussion. All approved. Vote unanimous 6-0-0

Conclusions:

Motion passes: today's agenda accepted

Action Items, Person Responsible, Deadline:

None

3) Open for Public Comment (Nick Caputo)

Discussion:

No one from the public was present

Conclusions:

n/a

Action Items, Person Responsible, Deadline:

None

4) Approval of Minutes for [February 3, 2022](#) (Nick Caputo)

Discussion:

Nick asked for any proposed changes or amendments to the minutes from February 3, 2022. Laura moved to approve the minutes and it was seconded. No discussion. All approved. Vote unanimous 6-0-0

Conclusions:

February 3, 2022 minutes were approved

Action Items, Person Responsible, Deadline:

Upload approved minutes to the SRC website, **Amanda Arnold**, 4/28/2022

5) Presentation: Deaf and Hard of Hearing Population (Will Pendlebury and Kate Parrish)

Discussion:

Kate and Will presented this presentation.

Nick asked if 2 RCD's was enough to cover the entire state. Kate responded that she meets with the Hard of Hearing liaison counselors to coordinate services and described the caseload sizes of the current RCD positions (approximately 35 cases per RCD).

Sherrie asked if Kate could clarify the acronym BPQY stood for. Kate gave an explanation of how counselors and Benefits Counselors use the BPQY to better understand their benefits and how work might impact them.

Marlena asked how much attention is being paid to providing consumers with self-advocacy skills. Kate responded that it is a really important conversation as many people do not know or understand their rights to accommodations or how to access them. Kate and another partner are planning to start gauging interest in providing a workshop on self-advocacy skills at the event on April 30th. Many people are not aware of the shift in interpreting services to Vancro throughout the state. Kate and other partners are working to ensure everyone is aware of this and knows how to access them for interpreting services.

Marlena asked about supporting employees to know how to access and schedule interpreters so they have a more active role in their supports. Kate said that we often have conversations with consumers to coach them around asking employers to schedule interpreters and help educate them on how to get their needs met.

Nick commented that he read an article where nationally, Deaf and HOH consumers are often put on waitlists and wondered how we were doing with that here in Vermont. Kate stated that VT has never had to implement a waitlist for services for consumers. Will commented that other states often don't have RCDs so that can impact the wait time for consumers to receive services, but this is not a challenge here in Vermont.

The committee thanked Kate and Will for joining us.

Conclusions:

n/a

Action Items, Person Responsible, Deadline:

None

6) Review of Retreat Priorities

Nick reviewed the list of priorities identified at the SRC retreat in October.

Sherrie commented that the priority of “how well we are serving the population of people with social emotional disorders, including data about how many exit employed compared to other demographics, and feedback directly from these consumers” should move to the top of our list. Would be nice to get data before the summer break. Nick agrees.

The Consumer and Employer satisfaction surveys will be reviewed at the June 2nd Full SRC Meeting.

Nick asked the group how we would like to address the priority that references becoming more familiar with all the various stakeholder groups that are important to the SRC. Marlena commented that Robin is a good representative for the employer stakeholder group. Sherrie commented that she doesn’t feel we’re getting much feedback from other service provider stakeholders (supported employment, mental health, VFN, VABIR, Pathways, etc.) – how does that tie into what the charge of the PR committee is? Are we looking at it from the lens of what VR is doing to collaborate with these stakeholders? There are so many acronyms.

Laura echoed what Sherrie said regarding the list of acronyms – is there a way to get a “cheat sheet”?

Check in with Robin around intent for this priority (engaging various stakeholders). This may be a better fit for the AOE committee, rather than PR.

Nick voiced that he felt the priority of reviewing the services delivered to various age groups is still an important piece to dig into. Marlena stated that people in their 40’s seem to not be applying for jobs anymore.

Sophie asked if there is a program that VR supports for older works. Amanda shared that the Mature Worker program exists for supporting consumers over the age of 55.

Sherrie commented that it seems that consumers who fall into the mid-age range, seem to be consumers who are accessing services least often and that they seem to also be the consumers whose primary disability is a significant mental illness.

Laura asked the question of how do we find those consumers who aren’t engaging in HireAbility services to ask them “why” they aren’t engaging.

Sherrie wondering about how we could examine the number of consumers who are successfully employed, are they participating in a career path?

How to translate our message to a busy business community- what do they need to hear and make it digestible for the business community? Send to AOE committee to take on as a charge.

Conclusions:

n/a

Action Items, Person Responsible, Deadline:

Find acronym "cheat sheet" and send out to committee members – **Amanda**

Find data regarding number of consumers served by age range and primary disability type- **Amanda**

Other Business (Nick Caputo)

A. Agenda Setting for June 2, 2022

Data on consumers we are serving – numbers in different age ranges, disability types, successful closures, participation in education and training

Connect with Laura around presentation from she and James Smith at 6/2 meeting.

Conclusions:

Action Items, Person Responsible, Deadline:

8) Adjournment (Nick Caputo)

Sherrie moved to adjourn, and it was seconded. Nick called the meeting adjourned at 11:35 a.m.