

(FULL) Vermont State Rehabilitation Council (VT SRC) held on Thursday, December 6, 2018 held from 12:30 pm to 3:30 pm		
LOCATION: State Office Complex, HC 2 South 280 State Drive, Waterbury, VT Conference Room OAK		
Meeting called by	Sarah Launderville, Chair, at 12:30 pm	
Members Present	Courtney Blasius, Jessica Brennan (VR), Sherrie Brunelle, Maria Burt (VR), Nick Caputo, Diane Dalmasse (VR), Martha Frank, Marlana Hughes, Robin Ingenthron, Cari Kelley, Sarah Launderville, Sam Liss, Rose Lucenti, Calla Papademas, Olivia Smith-Hammond, Deb Tucker Boyce (via conference)	
Members Absent	Max Barrows, Christopher Kane, Michelle Paya, Brian Smith	
SRC Liaison	James Smith, DVR Budget and Policy Manager	
SRC Coordinator	Debra Kobus	
Interpreters	n/a	
Speakers/Pre senters		
Guests	Mark Ciociola (VR RM), Donna Curtin (VR Field Services Manager), Mary Poulos (Corrections), Bill Sugarman (VR RM)	
1. Introductions (Sarah Launderville)		
Discussion	Members and guests present went around the room and introduced themselves. Donna Curtin, Voc Rehab's new Field Services Manager, was welcomed by all.	
Conclusions	Thanks everyone and welcome to Donna Curtin!	
Action Items	Person Responsible	Deadline
None	n/a	n/a
2. Approval of Agenda (Sarah Launderville)		
Discussion	Sarah asked for any proposed additions or changes to the agenda. There were none. Nick Caputo moved to accept the agenda and it was seconded. No further discussion. All approved - Vote unanimous 13-0-0.	

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Conclusions	Today's agenda approved.	
Action Items	Person Responsible	Deadline
None	n/a	n/a
3. Open for Public Comment (Sarah Launderville)		
Discussion	There was no one from public in attendance.	
Conclusions	None	
Action Items	Person Responsible	Deadline
None	n/a	n/a
4. Approval of Minutes – June 7, 2018 SRC Meeting and October 4, 2018 Annual Retreat (Sarah Launderville)		
Discussion	Sarah asked for any proposed changes or amendments to the June 7, 2018 Full SRC Minutes or the October 4, 2018 Annual Retreat Report. There were none. Cari Kelley moved to approve the minutes and it was seconded. No discussion. All approved - Vote unanimous 13-0-0.	
Conclusions	June 7, 2018 Full SRC Minutes and the October 4, 2018 Annual Retreat Report was approved.	
Action Items	Person Responsible	Deadline
Upload approved minutes and report to SRC website	Debra Kobus	12/11/18
5. Consent Agenda – Approved Minutes (Sarah Launderville)		
Discussion	Sarah asked for any proposed changes or amendments to the following consent agenda items: <ul style="list-style-type: none"> • AOE Committee – May 3, 2018 and September 6, 2018 • Performance Review Committee – June 7, 2018 and October 10, 2018 • Policy & Procedures Committee – May 3, 2018 and September 6, 2018 • Steering Committee – May 3, 2018 and September 6, 2018 	

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	<ul style="list-style-type: none"> Coordinator’s Report – December 6, 2018 <p>There were none. Sam Liss moved to approve, and it was seconded. No further discussion. Vote unanimous 13-0-0.</p>
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Conclusions	Consent agenda items approved.
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Action Items	Person Responsible	Deadline
Upload approved minutes to SRC website	Debra Kobus	12/11/18

6. Committee Chair Updates (Sam Liss, Sherry Brunelle, James Smith, Sarah Launderville)

Discussion	<p><u>Advocacy, Outreach and Education Committee:</u></p> <p>Sam Liss provided the update for the AOE Committee meeting.</p> <p>There have been significant national and state legislative highlights. On October 25, Congressman Welch introduced HR 7101 which amends Titles II and XIX of the Social Security Act to remove the age limit on the Medicaid buy in program, to remove work restrictions on disabled adult children who have reached retirement age, and for other purposes. Congressman Welch HR7101 is not expecting anything to happen during the lame duck session. There is still a chance that the two proposals will be appended to the Money Follows the Person bill HR5306. Since there is an identical Senate version, it does not need to go to committee.</p> <p>HR 6559 (Social Security Modernization Act) – merges several bills that NCIL has either shown support for or opposed. It merges administrative changes to Social Security with policy changes that will affect people with disabilities. There are three policies that we are very interested in. HR 3309 is included in this bill that allows an online tools site, it also includes HR 3310 that allows the Social Security Commission to make information about VR services available relative to employment possibilities for those with disabilities, but HR 3385 is also in there and we don’t support this bill as it allows to change the eligibility guidelines to new unknown ones</p>
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that might be used to deny people with disabilities their rightful benefits.

AbilityOne Program -

The Javits-Wagner-O'Day (JWOD) Act, 41 U.S.C. 46-48c, established a procurement program to increase employment opportunities for individuals who are blind or have severe disabilities. The Act makes it mandatory for all federal agencies to purchase certain supplies and services from designated nonprofit agencies. AbilityOne is lobbying to open the Rehab Act to allow again for sheltered work.

ABLE Age Adjustment Act

This bill amends the Internal Revenue Code, with respect to qualified ABLE programs, to increase the age threshold for eligibility for such programs from 26 to 46. (Tax-favored ABLE [Achieving a Better Life Experience] accounts are designed to enable individuals with disabilities to save for and pay for disability-related expenses.) The momentum has slowed, and Sam is not optimistic about it this session.

Congress has agreed upon an approx. \$3M increase in **Independent Living funds for FFY '19**. The final figure, from Conference Committee, is a compromise between Senate and House funding proposals.

Re State 2019 legislative session, Sam reiterated that VCDR/VCIL will prioritize unfreezing the Attendant Services program (ASP) (AKA PDAC – personally-directed attendant care) to allow more qualified people to apply and receive services. Current budget surplus is the rationale for legislative push currently. Currently there is no resource/income limit for the program; may need to compromise to pass bill. Program allows more PWD to gain and maintain employment.

The Interagency Core Teams Event held on October 16, 2018 was discussed at the last meeting and all agreed it was excellent overall!

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Sam reported that the Card Room has been reserved for March 14, 2019.

Diane said that the Youth Advisory Council identified four items one of which is to talk with legislators. We started thinking about inviting individuals from the Youth Advisory Council to the Card Room Event scheduled for March 14, 2019. They could also be recognized on the floor of the House.

Finally, there was a discussion about the Perky Planet Café with different viewpoints expressed. Discussion will continue as needed.

For everyone's awareness, **February 27, 2019 is Disability Awareness Day.**

Disability Transportation Summit

Sam said the idea is to bring together many disability groups, provider groups, and consumer groups and hold a transportation summit. Sam contacted VTrans through Tim Bradshaw and they agreed to host the summit. A place still needs to be selected and an approximate timeframe established, with the fall being the most likely time. We do have a sponsor. The Rehab Act of 1973 was amended in WIOA and strongly suggests that SILC and SRC work together as sister councils. Tim Bradshaw is the Chair of the SILC Transportation Committee. He brought VTrans 10 Year Transportation Plan up to date and is presenting it to the public for their input.

We need to decide who will be at the table for the summit. I wanted to announce this to everyone as those interested, now is the time to step up. The role is to decide upon a timeline and venue. The greater work would be deciding who should be invited. The proposed audience would be the entire disability community, providers, business, and state government. The goal of the committee is to improve public transportation for people with disabilities to get to and from work and other activities of daily living. Members interested in learning more include Calla Papademas,

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Courtney Blasius, Olivia, Cari Kelley, Jessie Brennan.

Donna Curtin said that Upper Valley Aquatics Center should be invited to summit as they have been very involved with the issue of transportation. Robin suggested employers promote working from home as an option to overcome the transportation issue. Cari said she attended the last public forum on the new plan and there was no conversation about working from home. It is all about what has been discussed in the past related to public transportation.

It was noted that VTrans' Public Policy person, Barbara Donovan, has discussed the cost effectiveness of improving transportation for people with disabilities as it is shown to improve health and thus improves employment prospects for individuals with disabilities.

Policy and Procedures Committee:

Sherrie Brunelle provided the update for the P & P Committee.

At the last meeting, the P & P Committee worked on the following:

We approved and sent on to James for public comment Chapters 102: Informed Choice, Chapter 313: Audiology Services and Hearing Aid Purchases, and Chapter 205: Post Employment Services. A public hearing was held by James on November 14 and everything went well. These chapters have been revised and the public comment and hearing process has been completed.

A handout on Consumers Rights and Responsibilities will be discussed at the Senior Counselors at their meeting on December 11, 2018.

There was a committee vote via email on Chapter 209: Casework Practices Under WIOA, where the majority of voting members approved the proposed changes.

We have invited Rocko Gieselman, one of the VR counselors, to come in and talk to the committee about gender identity,

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We are going to be looking at Case Closures and will start a periodic review of all the chapters. Debra will provide dates on when each policy has been last updated.

Chapter 310: Supported Employment, has been removed at this point as there are other higher priority areas needing attention related to Career Initiatives (Pathways). Also removed from the Parking Lot discussions on:

- Disruptive behavior and violence
- Voter registration
- Financial means testing

State policies are in effect for the first two and the financial means testing policy is not being considered for an update or any changes at this time.

James expressed his appreciation for what Sherrie and the other P&P Committee are doing in moving policy updates forward.

Performance Review Committee:

James provided the update for the PR Committee:

We had a special meeting on October 10 where a presentation on Ticket to Work was given. People were very engaged in this complex topic. Today, Amanda provided an overview of Voc Rehab's brand-new Case Review Process ranging from the micro to the macro.

In future meetings, a review of the Consumer and Employer Satisfaction Surveys will be performed. David Mann of Mathematica will be presenting on Progressive Employment at the Full SRC Committee meeting on February 7, 2019. Some numbers and demo data on what have happened since WIOA will be presented. We are very aware that there has been a change in the population that we serve and are going to dig deeper.

Sam asked if James has heard anything about the Ticket to Work Program being not as productive as they had been hoped. James said did hear rumors but not recently. Diane said it would be devastating to VocRehab to loss this

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funding. Our data demonstrates that it is being very effective in the State of Vermont. James said that we have gotten about 500 people completely off benefits. We don't know if they would have gotten off benefits without our assistance, but on the face of it, it has been very productive.

Steering Committee:
 Sarah Launderville provided an update for the Steering Committee.

At the last meeting, we discussed:

- Membership recruitment
- Agenda for today's Full SRC Meeting
- Appointing a chair of PR Committee
- Perky Planet Discussion

Conclusions Thanks everyone for the updates!

Action Items	Person Responsible	Deadline
None	n/a	n/a

7. Director's Report (Diane Dalmasse)

Discussion

Diane provided the following report:

Careers Initiative: Our all VR VABIR Staff Meeting at Lake Morey was on December 4th and it went well. The focus of the morning was on sharing the district projects and the afternoon was on how to reduce stress and avoid compassion fatigue. A consumer spoke to the group and Mat Barewicz was keynote on labor market information.

Diane will forward a video of the meeting to those interested. Attendees of the meeting expressed how well it went!

We are proceeding with the work on the six charters. The first dashboard indicator, teaming, is close to being launched. A new spending policy has been developed. Each district is working on a grid of occupational clusters, training providers and employers hiring in that cluster. All the district leadership teams and CO team has taken the

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White Belt LEAN training and early next year we will be rolling out process mapping for each step in the rehabilitation process from referral to inactive. We are infusing all the work with the spirit of Motivational Interviewing.

Diane is so impressed and excited by the work field staff are doing on their district projects. District staff chose their projects and have ownership of them. They are rolling them out and learning what is working and what needs to be tweaked. Projects focus on job retention, assessment, training stipends, building blocks portfolio, co-enrollment with VDOL, early engagement and much more. All staff are making the concept of building career pathways real for them and for our consumers.

Linking Learning to Careers: We are closing in on the end of enrollment in the project. It has been hard work and difficult work for some staff. Usually people with disabilities come to us and so marketing the program to students and families is not familiar or easy work. Staff have risen to the challenge and as of today out of 800 required enrollments we are at 721 and since we just received a two-week extension, we may make the 800 required enrollments! We will celebrate the end of enrollment and the beginning of a total focus on service delivery in January.

College Steps: Diane has spoken about our College Steps pilot in Rutland as it was just getting off the ground. A few weeks ago, Diane attended a first progress meeting where each student was discussed. Five students were presented. Diane was so pleased with the student's commitment to being successful in college and the appropriate supports provided by College Steps staff and mentors. In some cases, it is clear the supports can be faded over time. Diane is very optimistic that this pilot will be successful and replicated at other colleges where College Steps has a presence. We are in early discussions with the VT Department of Labor and the Department of

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Children and Families about investing in this program to serve their program participants.

Development Team: James formed a Development Team and it has been meeting and talking about opportunities to create additional revenue streams to better serve Vermonters with disabilities. Mathematica has been awarded a very large grant from Health and Human Services to focus on the development of employment strategies that move people with complex barriers to employment to work. It appears there may be possibilities for Vermont to participate in the grant. It may be an opportunity to move Progressive Employment to an evidenced based practice.

James said we do very well with Ticket to Work to get people employed but we only have about 4 out of 10 people hit the thresholds required in order to get paid. If we can increase the numbers of those going off benefits, it would equal about \$3.5 million in additional revenue over several years.

Diane said that we decided to add another Benefits Counselor whose focus would be on marketing and Ticket to Work holders and would, hopefully, end up paying for itself through additional revenue.

Youth Advisory Council: The Youth Advisory Council held its first meeting and by all reports it was quite successful. Twelve youth participated, and all were very engaged. They identified four topics they wished to work on including jobs and careers and post-secondary training and education. Bullying was also one of the topics. Diane, Martha Frank and Tara Howe were all very pleased. So far so good. Tara has also become part of a Community of Practice for those supporting youth advisory councils. Vermont Family Network has also applied for funding to support our annual youth summit.

Problem Solving Treatment (PST) and Mapping: We are going to do a pilot using the mapping strategies Burlington

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	<p>counselors are exploring as their district project in conjunction with PST, a short-term focused counseling tool. Lisa Lax, an EAP staff person will train staff in the use of PST. Counselors will then use the PST strategies and the mapping techniques with consumers. This pilot is to facilitate engagement on the part of the people we serve and to assist staff to get people engaged. Part of our overall strategy to streamline caseloads and work with engaged consumers.</p> <p>Overall: It is an exciting time at Voc Rehab. Staff are very engaged and excited about our paradigm shift in serving our program participants in a new way.</p> <p>Sam asked if there was any movement with the financial management curriculum and Diane said we have moved away from this as it is extremely expensive.</p>	
Conclusions	Thank you, Diane, for the update.	
Action Items	Person Responsible	Deadline
None	n/a	n/a
8. VR Regional Managers Update (Mark Ciociola & Shaun Donahue)		
Discussion	<p>Mark Ciociola, Regional Manager for the Burlington and Middlebury District Offices, provided the following update:</p> <p>We are finally fully staffed in Burlington. In terms of the Careers Initiative and the Burlington mapping process, over 75% of staff have indicated they are comfortable or somewhat comfortable with it. The counselors like the tangible process as it helps to clarify a goal and promotes consumers taking ownership. It is the most useful tool in trying to find action steps. Challenges are implementation as it is awkward for counselors as they don't know exactly when to bring it up and often forget to offer a copy to the client. In addition, there are different ways of mapping so there is some confusion as to which maps to use; however, any of mapping tools can be used. A quarter of the staff</p>	

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	<p>have found mapping to be effective.</p> <p>In Middlebury, we are doing a retention project with those consumers with a recently closed case. We have reached 13 consumers so far and people have appreciated the outreach. Folks are interested in re-engaging and we need to be better in closing the deal and tracking their progress.</p> <p>Our collaboration with VDOL is working well with new conversations about how to improve our working relationship.</p>		
Conclusions	Great update! Thank you, Mark!		
Action Items		Person Responsible	Deadline
None	n/a		n/a
9. Elections – 2019 SRC Chair and Vice Chair			
Discussion	<p>Sarah said she is willing to assume the chair position for another year and has self-nominated herself for this position. Brian Smith also self-nominated himself for another year as SRC Vice Chair. There were no other nominations or self-nominations submitted prior to this meeting. Sarah asked that Sam to move forward to perform the election.</p> <p>Sam asked twice if there were any nominations or self-nominations from the floor. Hearing none, an Australian ballot is not necessary, and we can vote by consensus.</p> <p>Sam asked all those in favor of electing Sarah Launderville as Chair of the SRC Committee to say Aye. All those not in favor to say No. Hearing none, Sarah is elected as Chair.</p> <p>Sam asked all those in favor of electing Brian Smith as Vice-Chair of the SRC Committee to say Aye. All those not in favor to say No. Hearing none, Brian is elected as Vice-Chair.</p>		
Conclusions	Sarah Launderville elected as 2019 Chair of the SRC and Brian Smith was elected Vice-Chair		
Action Items		Person	Deadline

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	Responsible	
Update SRC website and other items as needed	Debra Kobus	12/11/18

10. Careers Initiative Presentation: Assessments & District Projects (Bill Sugarman)

Discussion	<p>Bill Sugarman, Regional Manager for Morrisville and Barre District Offices provided a presentation on Career Assessments and District Projects including a Career Assessment Compilation Checklist, which was provided in your meeting packet.</p> <p>Bill provided a brief history of VR’s Career Counseling and Assessment work to date.</p> <p>Please see the Career Assessment Compilation Checklist for detailed information on the tools listed below:</p> <p>VR endorsed career assessment instruments include: Career One Stop, Career Scope, O’Net & My Next Move, Virtual Job Shadow, and The Career Index/Plus.</p> <p>Other tools that require further exploration include: Transferable Skills (AoE Transferrable Skills), Transferrable Skills Scale, CDM Career Decision-Making System, SDS (Self-Directed Search), WOWI (World of Work Inventory).</p> <p>Martha said that the Transferrable Skills instrument through AoE was very good.</p> <p>For specific audiences, recommended instruments include: Focus 2</p> <p>Instruments referred out to partners include: VSAC Do What You Are, Naviance, Accuplacer</p> <p>Sam inquired about VRs change in name for this project from Career Pathways to Career Initiatives. Diane explained that name Career Pathways is used by the Agency of Education (AoE) and they would prefer it not being used otherwise. To accommodate AoE, VR changed the name from Career Pathways to Career Initiatives. However, what we are talking about is Career Pathways like AoE defines it.</p>
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	<p>Career Initiatives are a set of 16 career clusters that include the competencies needed to get into those jobs. Within these clusters are pathways to more specific careers.</p> <p>Cari asked if these tools can be used in high school. Bill said yes, however, some high school students may have trouble envisioning their career choice at this age.</p>	
Conclusions	Thank you, Bill!	
Action Items	Person Responsible	Deadline
None	n/a	n/a
11. Other Business (Sarah Launderville)		
Discussion	The Governor did a press conference recently on the National Apprenticeship Week and Diane and Hugh Bradshaw attended. Diane will share a link to the conference.	
Conclusions	See above.	
Action Items	Person Responsible	Deadline
Diane will forward a link to this video as well for Debra to distribution to all members.	Diane Dalmasse and Debra Kobus	12/11/18
12. Round Table (Sarah Launderville)		
Discussion	Everyone went around the table and shared what they liked best about the meeting! Some of the comments included it is wonderful learning about assessments and what the regional managers are doing. It is good to see everyone. It is great learning about what the other committees are working on. It is great learning about the different resources that are out there.	
Conclusions	Thanks everyone!	
Action Items	Person Responsible	Deadline
None	n/a	n/a
13. Adjournment (Sarah Launderville)		

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Discussion	Sarah asked if there was a motion to adjourn. Sherrie Brunelle moved to adjourn, and it was seconded. No further discussion. All approved – Vote unanimous 13-0-0.	
Conclusions	Motion to adjourn approved at 3:15 pm	
Action Items	Person Responsible	Deadline
Draft minutes uploaded to SRC website	Debra Kobus	12/11/18
Draft minutes emailed to Committee members	Debra Kobus	12/11/18
Minutes approved	Committee	2/7/19
Approved minutes uploaded to website	Debra Kobus	2/12/19