

**Approved Minutes**  
PERFORMANCE REVIEW COMMITTEE  
Thursday, April 9, 2020  
10:00 AM – 11:30 AM  
Skype Webinar and teleconference

**Meeting called by:**

Marlena Hughes, Chair, called the meeting to order at 10:01 a.m.

**Members Present:**

- Danielle Dubois (via Skype)
- Gina D’Ambrosio (via Skype)
- Marlena Hughes (via Skype)
- Nick Caputo (via Skype)
- Rose Lucenti (via Skype)

**Members Absent:**

- Sherrie Brunelle
- Robin Ingenthron
- Deb Tucker Boyce
- Bill Meirs
- Brian Smith

**SRC Liaison:**

- James Smith

**SRC Coordinator:**

- Kate Larose

**Interpreters:**

None

**Speakers or Presenters:**

None

**Guests:**

None

**1) Introductions** (Marlena Hughes)

**Discussion:**

Those in attendance introduced themselves.

**Conclusions:**

Thanks to everyone!

**Action Items, Person Responsible, Deadline:**

None.

**2) Approval of Agenda** (Marlena Hughes)

**Discussion:**

Marlena asked for any proposed additions or changes to the agenda. There were none. Nick moved to accept the agenda and it was seconded. No further discussion. All approved. Vote unanimous 5-0-0.

**Conclusions:**

Motion passes: today's agenda accepted.

**Action Items, Person Responsible, Deadline:**

None

**3) Open for Public Comment** (Marlena Hughes)

**Discussion:**

No one from the public was present.

**Conclusions:**

n/a

**Action Items, Person Responsible, Deadline:**

None

**4) Vote: Chair** (Marlena Hughes)

**Discussion:**

Marlena asked for nominations or self-nominations from the floor. Nick Caputo was nominated by Marlena. Gina seconded. Marlena twice more requested nominations. Hearing none, and an Australian ballot not being necessary, voting was made by a voice vote. Marlena asked all those in favor of electing Nick Caputo as Chair of the PR Committee to say Aye. All those not in favor to say No. Hearing none, Nick Caputo was elected as Chair. Vote unanimous 5-0-0

**Conclusions:**

Nick Caputo was elected chair and it was decided that he will start the role at the conclusion of today's meeting

**Action Items, Person Responsible, Deadline:**

None

**5) Approval of Minutes for December 5, 2019** (Marlena Hughes)

**Discussion:**

Marlena asked for any proposed changes or amendments to the December 5, 2019 minutes. There were none. Nick moved to approve the minutes and it was seconded. No discussion. All approved. Vote unanimous 5-0-0.

**Conclusions:**

December 5, 2019 minutes were approved.

**Action Items, Person Responsible, Deadline:**

Upload approved minutes to the SRC website. **Kate Larose**, 4/14/2020

**6) Presentation: Statewide Data on Disability and Employment in Vermont**

(James Smith)

**Discussion:**

The full presentation can [be viewed here](#).

- Working age population data
  - Marlena asked what the requirements for supported employment are. James said that for VocRehab supported employment is not related to any diagnosis, but that the person needs intensive services that are ongoing to maintain employment. It is most commonly used for people with developmental disabilities who might have a job coach supporting them for months or years beyond initial placement.
  - Cornell University collects disability statistics from the US Census. The website makes it possible to run analytics and queries by groups, states, and other demographics. The latest data published is from 2017. It is all self-reported.
  - Marlena asked if there is support for people with disabilities in terms of language barriers and communication challenges to participate in the census. James said he is uncertain but will investigate.
- Demographic overview
  - James highlighted the data by age and pointed out that high school age and working age populations have a similar percentage of people with disabilities which he found surprising as one would expect the percentages to be lower in younger people.
  - Marlena highlighted that nearly half of Native American populations report having a disability. It was requested that more information and analysis be done here.
  - James shared that that data show that prevalence of working age adults with disabilities is 43k, though he suspects that this is an underestimate given that 33k people in VT are on SSDI benefits.
  - Employment rate for Vermonters with disabilities is 45.9% which has trended upward since 2013; James noted that there is a significant gap compared to the employment rate for people without disabilities.
  - Gina shared that the numbers make sense as people with disabilities may have supplemental income and/or their disability makes working full time difficult. She wondered if there was data broken down by part time employment.

- James shared that the extraordinary number of unemployment claims last month and this month due to COVID-19 will have a dramatic impact on trend data moving forward. However, he notes that VocRehab continues to have employers reaching out as they continue to hire.
- Marlana asked how VocRehab is preparing for the surge of applicants that will likely happen soon. James shared that they are preparing for this and have sent out letters to all consumers and former consumers informing them that they can help people who have been furloughed or who have lost their jobs.
- Marlana wondered about data for vocational certificates in addition to education. James shared that they don't have population data, but that VocRehab-along with VDOL- are collecting data on industry recognized credentials. James said that certification and apprenticeship programs are a priority.
- Marlana asked if these trends are seen in other states. James said these trends are national, but that the employment and post-secondary rates in Vermont are higher compared to other states.
- Specific disability populations
  - Marlana asked about people with psychiatric disabilities and the specialized programming VocRehab was investigating funding for. James shared that it is known that for people in this demographic employment helps to reduce symptoms and there is some data that shows that in the longer term it reduces hospitalization and the need for other services, but that funding continues to be a barrier to scaling up supportive employment services for people with psychiatric disabilities.
  - James shared that the numbers for people with psychiatric disabilities seems low and wonders if a lot of people are not connected with community mental health programs, surmising that they may be untreated, or treated through private practices. Gina echoed this and added that in her experience people with emotional or behavioral disabilities may not identify as having a disability and therefore may not be tapping into VocRehab services.
  - Marlana asked how many people with psychiatric disabilities are in the corrections systems as she worries that they are being underserved.
  - James and Marlana noted that employment of people with developmental disabilities is a success story in Vermont.
  - James noted that national statistics for employment rates of people with traumatic brain injuries are hard to come by, and suspects this is due to the lack of comprehensive service systems in place to serve this population. Marlana asked why this is, especially given the incidence in military populations. James shared that existing service systems in place for various populations have been created over decades, requiring high amounts of advocacy from individuals and families.
- Areas of known unmet need
  - Marlana asked how the data about unmet needs are considered when it comes to new programming. James shared that it is documented in

the needs assessment is done in order to inform the state plan. One of the state plan goals and priorities is to continue to provide supported employment for these populations in the upcoming years.

- Gina shared that, anecdotally in the Chittenden county jobs program, there is a growing number of people with disabilities who have a developmental disability but who are not eligible for developmental services and often have co-occurring mental health disorders. As such, the jobs program continues to be a place for people to refer 16-21 year olds and beyond but that it also creates a bottleneck.
- Daniele requested the breakdown of full time vs. part time employment for the next meeting.

**Conclusions:**

See above.

**Action Items, Person Responsible, Deadline:**

- The PR Committee requested that more information and analysis be done for Native American demographic data which **James** will investigate.
- **Rose** will look into VDOL data and partnerships for Native Americans data points to inform VR outreach.
- **James** to investigate data on the number of people with psychiatric disabilities who are in the corrections systems and any services they might be getting.
- **James** to pull data on percentages of people with disabilities who have full time vs. part time employment.
- **James** will investigate what supports are provided for people with disabilities in terms of language barriers and communication challenges to participate in the census.

**7) Other Business** (Marlena Hughes)

**Discussion:**

**A. Agenda Setting for June 4, 2020**

- Follow-up on items raised today
- Data on need for VR services for students and youth with disabilities

**Conclusions:**

See above.

**Action Items, Person Responsible, Deadline:**

Items above will be incorporated into the June agenda.

**8) Adjournment** (Marlena Hughes)

**Discussion:**

Marlena called the meeting adjourned at 11:23 am.

**Action Items, Person Responsible, Deadline:**

- Draft minutes uploaded to SRC website, **Kate Larose**, 4/14/2020
- Draft minutes emailed to Committee members, **Kate Larose**, 4/14/2020
- Minutes approved, **Committee**, 6/4/2020
- Approved minutes uploaded to website, **Kate Larose**, 6/9/2020