

**Draft Minutes**  
**ANNUAL RETREAT**  
**VERMONT STATE REHABILITATION COUNCIL (VTSRC)**

Thursday October 10, 2024, 9:30PM – 2:30PM  
Waterbury State Complex / Virtual Meeting

**Meeting called by:**

Chair, Cari Kelley, called the meeting to order at 9:30 p.m.

**Attendance**

**Members Physically Present:**

Andrea Bacchi  
Courtney Blasius  
Nick Caputo  
Diane Dalmasse, Non-Voting  
Gina D'Ambrosio  
Helena Kehne  
Cari Kelley

Jacqueling Kelley  
Nancy Richards  
Ana Russo  
Tara Shatney, Non-Voting  
Laura Siegel  
Emily Wagner  
Amanda Wheeler

**Members Virtually Present:**

Angela Allard  
Sherrie Brunell  
Bill Meirs  
Amanda Wheeler

**Absent:**

Laura Flint, excused  
Nancy Richards, excused  
Brandy Reynolds, Non-Voting,  
excused

**SRC Liaisons:**

- Amanda Arnold
- James Smith

**SRC Coordinator:**

- Janice Leonard

**Interpreters:**

- Lisa Kinsman
- Joe Loga
- Caleb Aodhen

**Presenter:**

Emily Shiels

## 1. Getting to Know You

- Welcome from Cari
- Diane let everyone know how much she appreciates this group and how valuable it is.
- The group went around and let us know something about themselves answering one or more of these questions:
  - *What is one thing you would like others to know about you?*
  - *What brought you to the SRC?*
  - *What's one talent, skill, or driving value that you bring to this work?*

## 2. Approval of Agenda

### **Discussion:**

Cari asked for any proposed additions or changes to the agenda. Nick moved to accept the agenda and Courtney seconded. No further discussion. All approved. Vote unanimous 10-0-0.

### **Conclusions:**

Motion passes: today's agenda accepted

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

- Upload approved agenda to SRC website, **Janice Leonard, 10/30/2024.**

## 3. Open for Public Comment (Cari Kelley)

### **Discussion:**

There was no one present from the public.

### **Conclusions:**

n/a.

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

None.

## 4. HireAbility Accomplishments (Diane Dalmasse, James Smith, Amanda Arnold, Emily Shiels)

- Career Pathways includes social justice and equity
  - Workforce innovation & Opportunity Act was implemented\*

- Performance measures used to be the # of people help. Did it well
- Quality
  - Earnings
  - Attainment
  - Retain
- George Floyd's death make us focus on diversity, social justice, & equity
- Career pathways has 2 components:
  - Resources and infrastructure are aligned to support Career pathways
  - Culture Change
    - Infrastructure change career Training offset-
- Better Outcomes- Dashboard helps with the quantitative results.
- More training and Education
- Vermont Career Exploration Project – Emily Shiels gave a great presentation and Emily Wagner added her perspective.
- Andrea Bacchi shared with us her work in mentoring and digital presence \*\*
- Summer Career Exploration Program (SCEP) Amanda presented information on the SCEP. Started in 2020. See attached presentation.
- Opiate Project, bring to full SRC

## **5. Committee Report Outs**

- PR Accomplishments
  - Work 2.0
  - National vs VT Statistics
  - Summer Career Exploration Program
  - Topics members in interested in: Unmet MH Need
- PR Priority
  - Consumer Satisfaction Survey
  - Employer Satisfaction Survey
  - Unmet MH Need
  - Common Performance Measures.
  - Leadership Development: small committee needs to recruit more PR Members
  - Counselor on committee
  - Role: attendance
  - Work plan, review
- P&P, Accomplishments
  - Completion of multiple chapters including

- 308- Self-Employment
  - 315-Home Modification
  - 302-Health Services
- P&P Priorities
  - Updating 2009 chapters including:
    - 303-Maintenance
    - 304-Occupational, Tools, Licenses, Equipment, Stock and Supplies
    - 309- Services to Family Members
    - 312-Transportation (finalize what was already started this past year)
    - 3014- Services to Groups (2011)
  - Clarifying purpose of policy review so committee members are prepared w/ relevant feedback
  - Committee members are encouraged to identify policies that are of importance or relevance to them for feedback/suggestions.
- AOE Committee Accomplishments
  - We had a Card Room event on 3/31/24 and have a date for 2025 of 3/31/2025.
  - Learn about how we can better support/ work with individuals with chronic disorders, and/or multiple disabling conditions. Unfortunately, we couldn't address this goal yet.
  - DBVI (Department for the Blind and Visually Impaired) grant
    - Goal is to market this grant to youth as a transition from school to work program. Grant funding for transportation and transition services are obtained.
  - Vermont Dual Enrollment Program ((DOE)
    - We are still working on this goal. Our plan is to reach out to Martha Frank to hopefully present more information to us.
  - Effects of Long COVID
    - I believe we are still in a research phase, as we acquire more data about the needs of this demographic.
  - Deaf and Hard of Hearing Bills in Legislature
    - This bill seeks to include accessibility models in all Vermont schools. This act relates the Education Bill of Rights for children who are deaf, hard of hearing, Or deaf/blind. This act has made crossover to the senate, and is under review?
  - Spirit of ADA Awards- Given to nominated employers for their exemplary commitment to creating an inclusive workplace. Their mission is to create equal employment for all Vermonters.

- Process and Outcomes for SCEP (Summer Career Exploration Program)
  - This program has had a successful start in the past few years, however increased difficulties with transportation are imminent, as cuts to public transit happen across the state next year.
- AOE Priorities
  - Card Room 3/31/25, partnership HA & SRC
  - Pathways to Partnership
    - DBVI GRANT
  - Transition Issues
    - Dual Enrollment Program, Have Amy Dodge and Kara talk to us on the progress
    - Survey results to be shared
  - Long COVID update
  - Spirit of ADA Awards
  - National Governors Association (NGA) disability employment work group that gives recommendations to the Governor for employment of those with disabilities.
    - Have Amanda, Bill Meirs, Nat Piper, Amanda Wheeler give us updates and ask them how we can support them.
  - Find out how we can support the VCDE & DD agendas.
  - Refer to Full SRC for presentation:
    - Transition Services
      - Graduation drop-outs increased for those with disabilities
    - Secondary transition plans
      - 1 year out of high school, what are you up to survey
    - Transitions Survey Data  
John and Ana Russo

## 6. **Adjournment** (Cari Kelley)

The meeting adjourned at 2:26 p.m.

### **Meeting Action Items, Person Responsible and Deadlines:**

- Finalize agenda and upload to SRC Website, **Janice Leonard**, 10/30/24.
- Draft minutes for this meeting, send to Committee Chair for review and upload to SRC website, **Janice Leonard**, 10/30/24

- Finalize approved minutes for last meeting and upload to SRC website **Janice Leonard**, 10/30/24.
  - Email all questioning who's interested in leadership
  - Email Sarah Launderville back onto the Board of Directors

DRAFT