

In Attendance

James Smith
Sherrie Brunelle
Emily Wagner
Laura Siegel
Rocko Gieselman

Accomplishments

Self-employment

- Updating the self-employment policy has been in process for 3-4 years. It was very outdated and not user-friendly.
- Giffin & Hammis, Jamie Blondin (HireAbility Program Manager), Hib Doe (HireAbility Field Services Manager), Liz Harrington (HireAbility Regional Manager), Sue Zamecnik (HireAbility Counselor), James Smith and Sherrie Brunell created a work group that meets monthly to update the self-employment policy. The policy has been cut down to the basics that meet federal requirements and now the team is working on the next phase of the process. The goal is to create policy, guidance, and ideally also a separate guidance document for participants. Spending guidance will also be updated. There will also be training for all counselors about the new policy and an opportunity for interested counselors to become experts in self-employment.
- Laura suggested partnering with the Vermont Small Business Development Center and Sherrie shared that they haven't historically been open to partnering in the past. The work group needs to work on the materials more before getting input from local and statewide partners.

Confidentiality

- Create a complaint procedure for participants if their confidentiality has been breached.
- Change the language for when a staff member is being called to testify so they consult with legal council first.

Rate Setting

- RSA has required HireAbility to create a rate setting policy as a result of the last audit.
- RSA has the draft of the policy now and once they approve we can remove all of the spending guidance from the policy chapters to update them and create a single document counselors can reference. Guidelines can be exceeded on a case-by-case basis.

Priorities for the upcoming year

- Transportation to update the spending guidelines
- Separate the rehab technology policy chapter into two separate chapters. One for home modifications and one for assistive technology
- Review and revise any chapter from 2009 or older
- The family services chapter is currently under review
- How do we create an environment for meaningful input without crushing great ideas we can't move forward with because of state or federal regulations?

- Review the policy as it stands as a committee first and share initial thoughts. Then James and Sherri draft the revisions based on feedback, regulations, and trends from the field. Lastly, the committee reviews the draft together and shares final input before finalizing
- Is there a way we can use data to impact what policies the P&P committee prioritizes? For example, how many HireAbility participants receive financial support related to transportation?