

# Minutes – April 2, 2015

## Vermont State Rehabilitation Council (VT SRC)

Vermont State Rehabilitation Council (VT SRC)			
Thursday, April 2, 2015	12:30 PM – 3:30 PM	Economic Services Division 224 Holiday Drive, Suite A White River Junction, VT 05001	
Meeting called by	Kerry White, Chair at 12:32 PM		
Members Present	Alaina Clements, Adam Leonard, Samantha Brennan, Sarah Launderville, Leslie Walker Mitchell, Sam Liss, Anthony Williams, Ellen Vaut and Whitney Nichols (on phone)		
Members Absent	Diane Dalmasse, Neal Meier, Patti Shane, James Smith, April Tuck and Michele Hubert		
SRC Liaison	Hugh Bradshaw, VR Employment Services Manager		
SRC Coordinator	Rebekah M. Stephens		
Interpreters	n/a		
Speakers/Presenters	Alicia Wein – VR Staff Development & Training Coordinator, Renee Kievit-Kylar – VR Transition Program Director		
Facilitator	n/a		
1. Today's Agenda			
2 minutes	Kerry White		
<b>Discussion</b>	Sam Liss requested that a brief update on MWPD be added under "Other Business".		
No other discussion.			
<b>Conclusions</b>	Today's agenda accepted with addition of brief update on MWPD.		
2. Approval of Minutes – February 5, 2015 SRC Meeting			
1 minute	Kerry White		
<b>Discussion</b>	No discussion. Ellen Vaut moved to approve. Whitney Nichols 2 <sup>nd</sup> .		
<b>Conclusions</b>	Minutes approved.		
Action Items		Person Responsible	Deadline
Upload approved minutes to <a href="http://www.VTSRC.org">www.VTSRC.org</a>		Rebekah Stephens	4/10/2015
3. Consent Agenda			
2 minutes	Kerry White		
<b>Discussion</b>	Consent agenda includes approved minutes: Steering Committee – January 8, 2015 and Advocacy, Outreach & Education Committee – January 8, 2015 and the Coordinator's Report. No discussion. Sam Liss moved to accept. Leslie Walker Mitchell 2 <sup>nd</sup> .		
<b>Conclusions</b>	Consent agenda accepted.		
Action Items		Person Responsible	Deadline
None		n/a	n/a
4. Motivational Interviewing (MI)			
1 hour 30 minutes	Alicia Wein - VR Staff Development & Training Coordinator		
<b>Discussion</b>	Alicia distributed a power point handout. MI can be defined in three ways: 1. "A relational definition – a collaborative conversational style for strengthening a person's own motivation and commitment to change., 2. A pragmatic definition – a person-centered counseling style for addressing the common problem of ambivalence about changing., 3. A technical definition – a collaborative, goal- oriented style of communication with particular attention to the language of change. MI is designed to strengthen personal motivation for and commitment to a specific goal by eliciting and exploring the person's own reasons for change with an atmosphere of acceptance and compassion. No one likes to change. MI assists the counselor in relating to the consumer. Evocation – "to draw out or bring forth rather than insert or fill up ...brings to light person's own reasons for change and internal motivation." Evocation is at the center of MI. The counselor will use evocation with reflections and open ended questions. Alicia demonstrated the MI		

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open ended questions with the Council members. Alicia also explained how affirmations are used to build relationship with the consumer. The technique of using reflective listening and affirmations assist the consumer in owning their decisions. The MI Spirit – “How the Conversation should feel” consists of “partnership, acceptance, compassion and evocation.” Counselors will use the following “Micro Skills” to support the spirit of MI – “open questions, affirmations, reflections and summary statements.” Discord can occur during an interview. Discord can be look like – yelling, not showing up for appointments, tears, blaming etc... Empathy can be used to deescalate discord. A place of engagement must be achieved before the discord can be addressed. Part of the role of VR counselors is to assist the consumer in identifying where they are heading...their goals. The process is collaborative. Change Language is represented by the acronym “DARN”. “Desire for Change, Ability to Change, Reasons for Change and Need for Change.” Counselors will become skilled in how to pull out information, staying engaged and keeping the focus. As VR moves forward with MI the hope is that consumers will engage more fully throughout the VR process, create more successful outcomes for consumers that have not been successful in the past, increase employment outcomes for specific populations and increase VR counselor job satisfaction around providing quality services. To date, “98 VR employees (counselors and supervisors) have participated in the motivational interviewing introductory training, advanced training, and audio coding training.” VR has approximately 130 counselors and supervisors. VR has implemented “Coaching Circles” in each regional office. These “Coaching Circles” are providing counselor support through their peers. The “Circles” are not mandatory at this time. These “Circles” take place once a month for 2 hours. VR is continuing to measure and assess the progress of MI.

<b>Conclusions</b>	Excellent presentation. Thank you, Alicia!
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<b>Action Items</b>	<b>Person Responsible</b>	<b>Deadline</b>
None	n/a	n/a

### 5. Order of Selection

5 minutes	Hugh Bradshaw - VR Employment Services Manager
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<b>Discussion</b>	Hugh presented OOS on behalf of James Smith. James is attending an AWARE meeting today. There have been no requests for services since the last SRC meeting in February 2015.
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<b>Conclusions</b>	No service requests.
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<b>Action Items</b>	<b>Person Responsible</b>	<b>Deadline</b>
None	n/a	n/a

### 6. Director's Report

20 minutes	Hugh Bradshaw - VR Employment Services Manager
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<b>Discussion</b>	Hugh presented the Director's Report on behalf of Diane Dalmasse. Diane is attending an AWARE meeting today. VR is moving ahead with its 6 point plan in order to come in to compliance with the requirements of WIOA (Workforce Innovation and Opportunity Act). The RSA (Rehabilitation Services Administration) is “expected to issue the regulations for the Rehabilitation Act next week”. Diane will be meeting with a group of VR directors at the White House on April 20, 2015. This meeting will focus on the implementation of WIOA. Alliance is here this week working with VR to take a look at the AWARE system and how it will function for VR. VT VR will be part of the implementation team that will be looking at “Transitioning People off Food Assistance (SNAP–Supplemental Nutrition Assistance Program). VT has been awarded \$9 million over 3 years towards this 3 year initiative. Employment outcomes are on track so far this year. The budget is also looking good.
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<b>Conclusions</b>	The Director's Report is available at <a href="http://www.VTSRC.org">www.VTSRC.org</a> .
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<b>Action Items</b>	<b>Person Responsible</b>	<b>Deadline</b>
None	n/a	n/a

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7. WIOA & Pre-Employment Transition Services Update (PETS)		
45 minutes	Renee Kievit-Kylar – VR Transition Program Director	
<b>Discussion</b>	VR has come up with 9 projects that will enable VR to come into alignment with the new directives of WIOA. The 9 projects are – 1. VR Caseload Reassignment, 2. VABIR Caseload Reassignment, 3. Summer Experience, 4. JOBS program Expansion, 5. DS (Developmental Services) In-School Supported Employment (15% of DS funds will be used for youth), 6. Benefits Planning for Students, 7. Administrative Infrastructure - “focused on ensuring that the data, technology, and communication systems that support VR operations are adjusted smoothly and with minimum disruption to support operational changes resulting from PETS”, 8. VR GA (General Assistance) Rampdown - “VR is closing their GA program, and 9. CRT Rampdown. Services to the GA and the CRT consumers will be transitioned as part of these rampdowns. There will be 13.5 dedicated Youth Employment Specialists (YES) for VT. Currently there are 9 YES. Renee distributed three handouts – VR PETS Flow of Services, WIOA & Pre-Employment Transition Services Update (PETS) Updates for the SRC Meeting April 2, 2015, and Division of Vocational Rehabilitation PETS Projects Summaries / April 2015. The VR PETS Flow of Services handout details which services will be the focus for students from the freshman year to the senior year. PETS will work with youth from the age of 14 – 22 on an IEP or 504 Plan and eligible for VR services. PETS activities will include job exploration counseling, work-based learning experiences, counseling for post-secondary education, workplace readiness training and self-advocacy instruction.	
<b>Conclusions</b>	Handouts are available to members at <a href="http://www.VTSRC.org">www.VTSRC.org</a> . Wonderful presentation.	
Thank you, Renee!		
Action Items	Person Responsible	Deadline
None	n/a	n/a
8. Other Business		
5 minutes	Kerry White	
<b>Discussion</b>	Whitney Nichols and Sam Liss are testifying tomorrow at the State House on MWPD.	
<b>Conclusions</b>	Thank you for your work - Whitney and Sam.	
Action Items	Person Responsible	Deadline
None	n/a	n/a
9. Parking Lot		
5 minutes	Kerry White	
<b>Discussion</b>	No discussion.	
<b>Conclusions</b>	None.	
Action Items	Person Responsible	Deadline
None	n/a	n/a
10. Round Table		
5 minutes	Kerry White	
<b>Discussion</b>	Great meeting and wonderful presentations. A lot of great information. Motivational Interviewing is a great tool.	
<b>Conclusions</b>	Thank you to everyone for your participation in today’s meeting.	
Action Items	Person Responsible	Deadline
None	n/a	n/a
11. Adjournment		
5 minutes	Kerry White	
<b>Discussion</b>	Sarah Launderville moved to adjourn. Alaina Clements 2 <sup>nd</sup> .	

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<b>Conclusions</b>	Adjourned at 3:30 PM.	
<b>Action Items</b>	<b>Person Responsible</b>	<b>Deadline</b>
Draft minutes respectfully submitted for approval	Rebekah Stephens	5/1/2015
Draft minutes emailed to all Committee members	Rebekah Stephens	5/1/2015
Draft minutes uploaded to <a href="http://www.VTSRC.org">www.VTSRC.org</a>	Rebekah Stephens	5/1/2015
Minutes approved	Full SRC	6/4/2015
Approved minutes uploaded to website <a href="http://www.VTSRC.org">www.VTSRC.org</a>	Rebekah Stephens	6/12/2015