

# Minutes – February 6, 2014

## Vermont State Rehabilitation Council (VT SRC)

Vermont State Rehabilitation Council (VT SRC)		
Thursday, February 6, 2014	12:00 PM – 3:00 PM	Video Conference Meeting – Rutland, Bennington, Brattleboro and Williston VR Offices
Meeting called by	Michele Hubert, Chair at 12:07pm	
Members Present	Samantha Brennan, Alaina Clements, Diane Dalmasse, Sarah Launderville, Adam Leonard, Patti Shane, April Tuck, Ellen Vaut, Kerry White and Anthony Williams	
Members Absent	Whitney Nichols	
SRC Liaison	James Smith, DVR Budget and Policy Manager	
SRC Coordinator	Rebekah M. Stephens	
Interpreters	n/a	
Speakers/Presenters	n/a	
Guests	Susan Wells, Vermont Division of Vocational Rehabilitation	
<b>1. Today's Agenda</b>		
5 minutes	Michele Hubert	
<b>Discussion</b>	No discussion.	
<b>Conclusions</b>	Today's agenda approved.	
<b>2. Approval of Minutes – December 5, 2013 SRC Meeting</b>		
5 minutes	Michele Hubert	
<b>Discussion</b>	Sarah Launderville moved to approve. Patti Shane 2 <sup>nd</sup> .	
<b>Conclusions</b>	December 5, 2013 SRC meeting minutes approved.	
<b>Action Items</b>		<b>Person Responsible</b>
Upload approved minutes to <a href="http://www.VTSRC.org">www.VTSRC.org</a>		Rebekah Stephens
		<b>Deadline</b>
		2/14/2014
<b>3. Consent Agenda</b>		
5 minutes	-----	
<b>Discussion</b>	Consent agenda includes approved minutes from the November 7, 2013 Steering and Policy and Procedures Committee meetings and the February 6, 2014 Coordinator's Report.	
	No discussion. Sarah Launderville moved to accept. Adam Leonard 2 <sup>nd</sup> .	
<b>Conclusions</b>	Consent agenda accepted.	
<b>Action Items</b>		<b>Person Responsible</b>
None.		n/a
		<b>Deadline</b>
		n/a
<b>4. Review and Discussion of Needs Assessment – First Draft</b>		
1 hour 50 minutes	James Smith and Full SRC with Small Group Break Outs	
<b>Discussion</b>	The SRC decided to review the first draft of the Needs Assessment as a full group without breakout groups. Anthony Williams and Samantha Brennan are alone at their respective video sites. James opened the floor to questions from the SRC members. Diane Dalmasse asked James if there was anything that surprised him or jumped off the page at him? James was surprised that even though VT has a significant aging demographic it was lower than anticipated and does not appear to be increasing. The census data also surprised him in a positive way with the estimate of persons who self-identified as having a disability. The numbers are showing that DVR has a high penetration rate. What jumped off the page at him...folks with psychiatric disabilities are the least engaged in employment. This was consistent across the board. This was not a surprise as it is reinforced by the data. Michele Hubert wanted to know how veterans are being served? Diane responded that DVR has been very aggressive with employment within the veterans population. However, veterans are not seeking DVR out because they do not want to be labeled as having a disability. Sarah Launderville informed the Council that the Legislature just approved the term "psychiatric disability" as the appropriate term to be used when referring to an individual with mental health issues. James explained that VT DVR borrowed Maine's DVR Process Flow method for this	

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<p>Needs Assessment. Pages 6 – 11 of the Needs Assessment details the VT DVR Process Flow. Numbers are showing to be stable over the past 5 years in general. Sarah suggested adding a 3<sup>rd</sup> paragraph that would give a narrative explanation of the past year to present year comparative shown in the charts. Diane was surprised to see that VT DVR has a higher number of counselors compared to larger states like New Hampshire and Connecticut. VT DVR has really invested heavily in its counseling staff to better serve its consumers. James did a quick walk through of the DVR Process Flow charts from Pages 6 – 11 of the Needs Assessment so everyone could better understand the data contained in the charts. Chart 2 – “Average Months in VR Process for Successful Closures FFY 2009 – 2013” provides a measurement of case timeliness. The national average for the life of a VR case is 24 months. VT DVR is showing 13 months. This is well below the national average. Chart 4 – “Rehabilitation Rate by Disability Type FFY 2009-2013” measures percentages of successful closures over total closures. This needs to be made more clear on this chart. There is quite a range of disabilities. “Sensory” refers to deaf individuals. Chart 5 – “Average Weekly Earnings at Application and Closure for Successful Closures FFY 2009-2013”. Per the chart it appears as if earnings from application to closure have changed significantly, however, James is not sure the change is statistically significant. Chart 6 – “Average Weekly Earnings at Application and Closure for FFY 2013 Successful Closures, by Disability Type”. The question was asked, “What disabilities fall under “Other Physical”? James is going to list out what disabilities are covered under “Other Physical” on the chart for clarification purposes. It was noted that Chart 8 shows some pretty big changes in average earning percentages over the years. Diane explained that the majority of individuals go from earning \$0 in wages to earning something. James added that this jump in percentage could simply be the result of a change in the minimum wage. Comparing Charts 5 and 8 provide a better picture of the overall earning numbers. The SRC believes it would be a good idea to take a look at the number of individuals with some earnings at entry and some individuals with \$0 earnings at entry. James will have Alice Porter do this. Adam Leonard was surprised to see the percentage change in number of closures under the “Race” category from 2009 to 2013 (Page 4 of the Needs Assessment). Adam wanted to know what has impacted this change. James referred to Page 21 (Needs Assessment) and the census data which shows this is the area of lowest self-reporting. All of this data is dependent upon individual self-reporting. Diane mentioned that 40% of the individuals DVR serves are students that do not engage in employment. Diane suggested pulling out the data related to students and redoing the numbers. Susan Wells suggested that removing data related to transition counselors would assist in this process. Diane suggested working with Alice to come up with some creative ideas on how to do this without losing the needed employment data. James suggested he and Susan get together to go over the suggestions from today and then meet with Alice. James will also be scheduling a meeting with DVR supervisors and the I-Team to get their feedback on this draft of the Needs Assessment.</p>		
<p><b>Conclusions</b>                      Once all feedback is received and changes are made, James will forward out the 2<sup>nd</sup> draft of the Needs Assessment for review and comments by the SRC. James will then incorporate any additional changes if necessary before the April 3, 2014 SRC meeting. The full SRC will vote on approval of the final draft of the Needs Assessment at the April 3, 2014 SRC meeting.</p>		
<p><b>Action Items</b></p>		
Contact Alice Porter to pull data on the numbers of individuals with some earnings at entry and the number of individuals with \$0 earnings at entry	James Smith	2/28/2014
Email James Smith with reminder for data on individuals with some earnings at entry and the number of individuals with \$0 earnings at entry	Rebekah Stephens	3/7/2014
Email 2 <sup>nd</sup> draft of Needs Assessment to Rebekah Stephens for distribution to SRC members	James Smith	3/7/2014

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Email 2 <sup>nd</sup> draft of Needs Assessment to SRC members for review and comments prior to vote on April 3, 2014	Rebekah Stephens	3/7/2014
Put vote on final draft of the Needs Assessment on the April 3, 2014 SRC meeting agenda	Rebekah Stephens	3/20/2014
<b>5. Director's Report</b>		
20 minutes	Diane Dalmasse	
<b>Discussion</b>	S. 1356 – Diane and Hugh Bradshaw will be sitting down with 2 key staffers from Senator Harkin and Senator Alexander's offices next week. The issue on the table is DVR's opposition to S. 1356 and the moving of the RSA to the Department of Labor (DOL). Diane will let the SRC know how the conversation goes with the staffers. A significant federal grant in the amount of \$30,000 is coming available. This will be a four year grant focused on increasing DVR's capability to serve individuals with TBI. VT DVR is considering a possible focus on transition youth with TBI. DVR will be submitting a grant proposal. The OCS pilot program is going very well and will be extended for 2 years. The judges and magistrates are very happy to have somewhere to refer these unemployed Dads with disabilities. DVR is considering assigning a permanent employment counselor to this initiative. The recent Consumer Survey identified a dip in customer service satisfaction. Market Decisions will be conducting 4 focus groups around this dip in satisfaction and the reasons behind it and what can be done to improve the ratings. Hopefully results from these focus groups will be available by April or May 2014. Once the results are available, Brian Robertson of Market Decisions can come out and present the results to the SRC. Sequestration will affect 2014 and 2015 budgets. DVR will bear the brunt of this and the federal funding level should remain fairly the same. There is no word, to date, on COLA. Reach Up will begin to impose 60 month time limits on TANF clients beginning May 2014. DVR Reach Up counselors are concerned about the impact this will have on their consumers. 2 Freedom of Information (FOI) requests have been received from VSEA (Vermont State Employees Association). The VSEA continues to question DVR's relationship with VABIR (Vermont Association of Business, Industry and Rehabilitation). VSEA feels that DVR is privatizing state jobs. Motivational Interviewing training is coming up next month. DVR is very excited. This is a significant training. DVR has newly hired, Bart Keinath as a Transition Coordinator. James Smith and Diane will be conducting interviews tomorrow for a DVR Fiscal Analyst. The goal is to better manage the financial details of DVR and save money.	
<b>Conclusions</b>	Report was very informative. Thank you, Diane.	
<b>Action Items</b>	<b>Person Responsible</b>	<b>Deadline</b>
None	n/a	n/a
<b>6. Order of Selection</b>		
5 minutes	James Smith	
<b>Discussion</b>	Since last SRC meeting we have had 2 applications from individuals that do not fall into the 3 <sup>rd</sup> category of disability. VR has the resources to serve these applicants. VR respectfully requests that the SRC approve services to these applicants.	
<b>Conclusions</b>	Adam Leonard moved to approve services to these 2 individuals. Allen Evans 2 <sup>nd</sup> . Full SRC voted: 11 voted to approve services – 1opposed. SRC approves services for these 2 individuals.	
<b>Action Items</b>	<b>Person Responsible</b>	<b>Deadline</b>
None	n/a	n/a
<b>7. Round Table</b>		
10 minutes	-----	
<b>Discussion</b>	First video conference went very well. Found Needs Assessment very interesting. Appreciated James explanation of the Needs Assessment document. Thank you for your Director's Report, Diane. Diane Dalmasse suggested Samantha Brennan and Anthony Williams come to Rutland for the next	

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video conference so that they will have company. James appreciated the SRC's attention to the Needs Assessment. Ellen Vaut shared that "I feel like I am learning a lot through this whole process."		
<b>Conclusions</b>	It was a successful and productive meeting.	
<b>Action Items</b>	<b>Person Responsible</b>	<b>Deadline</b>
None	n/a	n/a
<b>8. Other Business</b>		
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<b>Discussion</b>	Diane offered to have SRC be part of PULSE team information. Diane goes around and meets with the DVR regions and gathers information about what is happening in each of the regions.	
<b>Conclusions</b>	The SRC would very much like to receive the information from the PULSE team.	
<b>Action Items</b>	<b>Person Responsible</b>	<b>Deadline</b>
None	n/a	n/a
<b>9. Adjournment</b>		
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<b>Discussion</b>	Adam Leonard moved to adjourn. Sarah Launderville 2 <sup>nd</sup> .	
<b>Conclusions</b>	Adjourned at 2:22pm.	
<b>Action Items</b>	<b>Person Responsible</b>	<b>Deadline</b>
Draft minutes respectfully submitted for approval	Rebekah Stephens	3/7/2014
Draft minutes emailed to all Committee members	Rebekah Stephens	3/7/2014
Draft minutes uploaded to website <a href="http://www.VTSRC.org">www.VTSRC.org</a>	Rebekah Stephens	3/7/2014
Minutes approved	Full SRC	4/3/2014
Approved minutes uploaded to website <a href="http://www.VTSRC.org">www.VTSRC.org</a>	Rebekah Stephens	4/11/2014