

## **Governor's State Rehabilitation Council (SRC)**

### **Full Council Meeting Minutes**

December 13, 2018

#### **Members Present**

Dan Martinez, Chair  
Jill Pleasant  
Scott Lindbloom  
David Cheesman  
Carol Carr  
Kathy McDonald  
Paula Seanez

#### **Members Absent**

Judith Castro  
Danita Applewhite  
Ana Nunez  
Sheri Carparelli  
John Gutierrez  
Melissa Wojtak

#### **Staff Present**

Lindsey Powers

#### **Guests Present**

Lisa Adamu

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#### **Call to Order and Introductions**

Dan Martinez, Chair, called the meeting to order at 1:28 pm in the RSA Videoconference Room, 515 N. 51st Avenue, Phoenix, and in the RSA Video Conference Rooms located in Tucson, Flagstaff, and Yuma, AZ.

#### **Approval of August 9, 2018 Meeting Minutes**

Jill Pleasant moved to approve the minutes of the August 9, 2018 SRC Full Council meeting. Carol Carr seconded the motion. The council approved the meeting minutes by unanimous voice vote.

#### **SRC Chairperson's Report**

Dan Martinez stated that he attended the Vision Rehabilitation and Assistive Technology Expo (VRATE) at the Glendale Civic Center. Mr. Martinez stated he participated in the planning of the conference and noted that John Gutierrez was one of the 21 presentations at the event. Dan Martinez stated the Department of Economic Security (DES) created a video from the event and he would share that with the council. Jill Pleasant stated the video was well made although she would recommend that it be close captioned for accessibility. Dan Martinez stated he also attended the Phoenix Mayor's

Commission on Disability Issues recognition event where he was awarded the Lifetime Achievement award. Mr. Martinez noted that Scott Lindbloom also received an award. Scott Lindbloom stated he received an award from the Developmental Disability Planning Council for self-advocacy. Mr. Lindbloom stated he volunteered at the Show Low High School and Show Low Chamber of Commerce and taught students how to volunteer.

### **RSA Administrator's Report**

This item was tabled.

### **SRC Annual Report Discussion**

Dan Martinez stated the draft SRC Annual Report was distributed to the council members and inquired whether council members had any comments or feedback. Dan Martinez added that the RSA Administrator Report would be included in the Annual Report prior to submission. Carol Carr stated if a representative from Rehabilitation Services Administration (RSA) could not attend the meeting, she would appreciate a report sent to the council prior to the meeting. Dan Martinez stated that RSA typically sent a representative from the agency or a report if staff was not able to attend meetings. David Cheesman noted that he was a Vocational Rehabilitation (VR) Supervisor, although he was also a counselor as listed in the Annual Report. Lindsey Powers stated she would make that correction in the Annual Report.

Scott Lindbloom motioned that the SRC Annual Report be submitted for publication with the addition of the RSA Administrator Report. Jill Pleasant seconded the motion. The motion was approved by majority voice vote, with one vote in opposition from Ms. Carr.

### **Committee Reports**

#### ***Employment and Community Partnerships Committee***

Carol Carr stated the committee had partnered with Brandi Coffland, Policy and Support Unit Manager, on the development of the Self-Employment Policy. Carol Carr stated the committee was currently working with the business community to capture information regarding employment of individuals with disabilities. Carol Carr noted that Jennifer Baier, Tim Stump, Fiona Falbo, Susan Voirol, and Jeremiah Lopez had agreed to participate on the committee and to collect information from employers to promote employment of individuals with disabilities. Dan Martinez stated as the committee identified employers that hired individuals with disabilities, the committee could consider nominated those individuals for recognition. He noted that individuals liked to be appreciated for their work and to receive public visibility within the employment community. Carol Carr stated the committee could consider different methods of recognition. Dan Martinez stated the SRC could also recognize employers as well.

#### ***Program Review Committee***

Dave Cheesman stated the committee had divided into groups to review and compare the Pre-ETS Policy in the VR Policy Manual to the Workforce Innovation and Opportunity Act (WIOA) regulations. Mr. Cheesman stated the committee made some minor

recommendations regarding the policy. Dave Cheesman stated the committee would begin reviewing the policy regarding youth seeking subminimum wage. Carol Carr inquired regarding the goal for the committee in reviewing that information. Dave Cheesman stated the committee would review the policy language and compare to the Workforce Innovation and Opportunity Act (WIOA) language. Carol Carr inquired regarding the changes that needed to occur for individuals with significant disabilities to obtain employment. Ms. Carr stated her concern that individuals with significant disabilities would not be able to retain employment once the 14C waiver was removed. Jill Pleasant stated there was a growing emphasis on customized employment for individuals with significant disabilities. Carol Carr stated that many individuals with significant disabilities were employed, although they were earning subminimum wages and employers would unlikely be able to pay those individuals minimum wage if required. Carol Carr inquired how individuals with significant disabilities could be integrated into employment environments. Dan Martinez stated that individuals with disabilities were integrated when they were employed with individuals without disabilities, although there were many unanswered questions. Carol Carr stated that some individuals with disabilities preferred not to be integrated such as individuals with autism. Dan Martinez stated that WIOA also defined a "closure" differently. Dave Cheesman stated that RSA would historically accept placement into subminimum wage as a case closure, although there had been some shifts in funding. Jill Pleasant stated there was a population of individuals that were able to work, although employers were reluctant to hire them. Dan Martinez stated Employment First was trying to address that issue, although the issue would not likely be resolved quickly. He noted that parents of individuals with disabilities could also hinder their children from obtaining employment. Jill Pleasant stated that each individual with a disability had different needs, which made inclusion more difficult. Paula Seanez stated the Program Review Committee could review the youth seeking subminimum wage policy and make any recommendations to RSA.

Dan Martinez inquired regarding any updates in Dave Cheesman's office or RSA in general. Dave Cheesman stated there had been changes in partnerships with the Transition School to Work (TSW) schools, which had resulted in an increase in TSW referrals. He noted there had been a decrease in Behavioral Health referrals in the past years, which might have been due to a shift in funding. Dave Cheesman stated the relationship with DDD was stronger, which resulted in an increase in referrals due to WIOA. He noted some individuals requested subminimum wage employment, which made them ineligible for VR, although they could obtain documentation to receive Title 19 funds for subminimum wage employment. Dave Cheesman stated that RSA was part of the Second Chance program, an initiative where counselors met with inmates to assist in obtaining the appropriate identification and documentation to assist in obtaining employment once released from prison. Dan Martinez inquired whether Dave Cheesman had experienced staff changes. Dave Cheesman stated that many counselors in Tucson had retired and most of the counselors were new to RSA. He noted that overall, his office remained stable and he was able to mentor the new counselors. Dave Cheesman stated that RSA recently announced that the agency would not continue with the partnership with the University of Arizona (UA) Master's program, although any counselor currently enrolled in the program, would be able to continue. Paula Seanez inquired how staff would be able to receive professional development. Dave Cheesman stated that WIOA did not require staff to have a Master's degree and his understanding

that staff would be eligible for training and professional development opportunities. Dave Cheesman stated that RSA was also able to provide raises for counselors, which allowed RSA to attract individuals with more experience and to compensate them appropriately.

## **Membership Organization Updates**

### ***SILC***

Scott Lindbloom stated that Sarah had been elected the Director of the Statewide Independent Living Council (SILC), which would meet on December 17, 2018.

### ***American Indian VR Projects***

Paula Seanez stated she was the representative for the Navajo Nation's program, Office of Special Education and Rehabilitation Services. Ms. Seanez stated she represented 6 tribes who have funded American Indian VR programs. She stated those tribes were the Navajo, Hopi, Fort Mohave, White Mountain Apache, Salt River Pima Maricopa and Tohono O'odham. Paula Seanez stated there were 88 tribes nationwide that were funded by American Indian VR programs. She stated there were five-year discretionary grant funds out of the Rehabilitation Act. Paula Seanez stated the Director had recently retired, so she had accepted the position as the Director of the Navajo program. Ms. Seanez stated majority of tribes were recognized in the Consortia of Administrators for Native American Rehabilitation (CANAR) advocacy group, which met recently for the Fall Conference. Paula Seanez stated the Navajo nation was in the third year of the grant funds and was not required to request grant funds, although there were not enough funds for all the tribes. Paula Seanez stated that tribes would partner with state VR agencies to work together on serving VR clients. Paula Seanez stated that she met with RSA VR recently to discuss how Pre-Employment Transition Services (Pre-ETS) would impact services to students in the different schools. Paula Seanez stated there was concern regarding the contractors and noted the closest contractor to the Navajo Nation was in Show Low. She noted that tribal programs were required to provide Transition services but were not required to provide Pre-ETS. Paula Seanez stated that some of the Project Officers attended the conference, although one Project Officer would be retiring.

Paula Seanez stated there were two contracts funded through Federal RSA, and Northern Arizona University (NAU)'s Institute for Human Development, which provided technical assistance to tribes in implementing their travel VR programs. She stated another contract was with Northwest Indian College with Washington State, which provided online classes for individuals to learn about VR, the SRC's role, and technical assistance. Ms. Seanez stated that RSA staff were involved in the discussions surrounding Pre-ETS and technical support regarding implementing WIOA regulations. Paula Seanez stated the Navajo Nation offered a continuum of services such as Early Childhood Intervention, a home visit program, and recently obtained a grant for therapists to continue to provide services to individuals. Dan Martinez inquired how individuals were able to receive home visits throughout the Navajo Nation. Paula Seanez stated the Navajo Nation included southern Utah, Northwest Mexico, and VR satellite offices in New Mexico. She stated that individuals were served through a VR

Rehabilitation Technician team. Dan Martinez inquired regarding the technology available to the Navajo Nation. Paula Seanez stated that counselors tried to contact individuals for early intervention virtually, although the counselors preferred home visits. Dan Martinez inquired whether staff experienced cultural barriers. Paula Seanez stated the Navajo Nation advocated for change to the Rehabilitation Act because of the cultural differences and noted that many individuals spoke Navajo and held ceremonies. Ms. Seanez stated that tribal members worked with Congress to show that tribes were not being served and were able to receive a percentage of the rehabilitation funds. Dave Cheesman inquired whether tribal VR programs utilized self-employment as an employment option. Paula Seanez stated that tribal VR programs were held to the same requirements as state VR and had to be creative when considering employment options. Dave Cheesman inquired whether an individual could apply for more than one VR program. Paula Seanez stated that an individual could receive tribal VR services and state VR services and those cases would be cost-shared. Scott Lindbloom inquired how an individual could apply for services in the White Mountain Apache Nation. Paula Seanez stated that anyone could apply for VR services.

### ***Client Assistance Program***

Dan Martinez stated that the council needed to be aware of the issues that CAP was facing. Mr. Martinez stated that most cases would be resolved quickly, although the council needed to know if there were any issues due to policy or a lack of counseling, so that the council could address those issues. Paula Seanez noted the RSA Administrator report included information regarding the Fair Hearings and the outcomes of those cases.

### ***AzTAP***

Jill Pleasant stated the Arizona Technology Access Program (AzTAP) office was in Phoenix, although equipment could be mailed out free of charge statewide. Jill Pleasant stated AzTAP staff would also provide demonstrations. She noted that AzTAP also had a financial loan program for individuals interested in purchasing technology. Jill Pleasant stated the upcoming AzTAP Conference would be combined with Northern Arizona University's Institute for Human Development (IHD) and the Evidence Based Practices Disability and Disciplines and would be held July 14-16, 2019 at We-Ko-Pa Conference Center. Jill Pleasant stated the evidence-based presentations would include presentations on employment, customized employment, and move towards supported decision making. Jill Pleasant stated AzTAP received a grant from the Arizona Community Foundation to address hearing issues for caregivers that worked with older adults with hearing loss. Jill Pleasant stated AzTAP would offer three modules regarding hearing loss, the types of technologies that existed, and different communication strategies. Dan Martinez inquired whether Jill Pleasant was familiar with the Walgreen's in South Carolina, in which approximately 50% of the employees were individuals with disabilities. Mr. Martinez stated You Tube had information regarding Walgreen's as an example of what businesses could do. He noted that businesses could create universal work environments that would be conducive for individuals with disabilities.

### ***Developmental Disabilities***

This item was tabled.

### ***Community Rehabilitation Providers***

This item was tabled.

### **Agenda Items and Date for Next Meeting**

The next meeting of the SRC Full Council will be on February 7, 2019 from 1:00 pm to 4:00 pm. in the Video Conference Room, at 515 N. 51st Avenue, Phoenix, AZ.

### **Announcements**

There were no announcements.

### **Public Comment**

A call to the public was made with no responses forthcoming.

### **Adjournment of Meeting**

Paula Seanez motioned to adjourn the meeting. Jill Pleasant seconded the motion. The meeting stood adjourned at 3:00 pm.

**Vocational Rehabilitation Scorecard – November 25, 2018 – December 1, 2018**

The total number of individuals in VR program was 13,397

The total number of individuals in OOS Priority 2 and 3 was 1182

The total number of individuals in Priority 2 was 763

The total number of individuals in Priority 3 was 419

The number of VR applications was 136

The average number of days from eligibility was 32 days

The median number of days from application to eligibility was 24 days

The eligibility determination compliance within 60 days was 96.3%

The number of new plans written was 71

The average number of days from eligibility to IPE implementation was 84 days

The median number of days from eligibility to IPE implementation was 70 days

The IPE implementation compliance within 90 days was 85%

The average hourly wage of successful employment outcomes was \$14.14

The number of job placements was 49

The number of clients closed successfully was 47