

**Draft**

## **State Rehabilitation Council (SRC) Employment and Community Partnerships Committee Meeting Minutes**

March 1, 2023

### **Attendance**

#### **Members Present**

Ceci Hartke  
Adam Robson  
Judith Castro  
Dave Cheesman

#### **Members Absent**

#### **Staff Present**

Lindsey Powers

#### **Guests Present**

### **Minutes**

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

Ceci Hartke called the meeting to order at 9:05 am. Introductions were made, and a quorum was present.

#### **Approval of February 2, 2022, Meeting Minutes**

Adam Robson moved to approve the minutes of the January 12, 2022, SRC Employment and Community Partnerships Committee meeting. Ceci Hartke seconded the motion. The meeting minutes were approved by unanimous voice vote.

## **Committee Activities Discussion**

Ceci Hartke stated the committee had not met recently and had previously discussed looking at self-employment plans. Judith Castro stated the committee had invited Michael Leyva to talk about his self-employment pilot plan. Ceci Hartke inquired whether the committee's initiatives were to support Rehabilitation Services Administration (RSA) or to make suggestions for changes. Adam Robson agreed and noted the committee had previously developed an Employer Toolkit that had been distributed to committee members' networks. Ceci Hartke inquired how the Employer Toolkit had been received. Adam Robson stated his understanding that the toolkit was well received although he was unsure how many employers used it. Dave Cheesman agreed and noted that counselors would benefit from a similar resource guide, as most counselors relied on supervisors and mentors for training. Judith Castro agreed and stated that each Region tended to have different practices and it might be beneficial to have all resources in one location for new staff. Ceci Hartke stated that would be beneficial for new counselors and inquired regarding the current onboarding process for new staff. Dave Cheesman stated new staff would receive training from their supervisors and would also attend Core training and Computer Based Trainings (CBT)s. Mr. Cheesman noted that Kristen Mackey had previously mentioned that RSA was looking into marketing materials to increase referrals.

Ceci Hartke inquired whether RSA worked with specific employers when trying to obtain employment for clients. Dave Cheesman stated RSA worked with several employers and large businesses. Ceci Hartke stated the Employer Toolkit would be great for employers that were hesitant to hire VR clients. Dave Cheesman agreed and noted that many employers were not aware that clients could obtain job coaching when employed. Judith Castro stated the committee could compile resources, such as links, and put them in one location for VR staff. Adam Robson inquired whether a person could create their own list of resources, on a padlet, for example. Ceci Hartke stated her understanding that a padlet was a Google app, and anyone could access it. Ceci Hartke stated the Employer Toolkit was a great resource, and that some parents might be interested in the information also. Adam Robson stated his understanding that the committee chose general resources that individuals could research, although the committee could periodically verify that the resources were still current. Ceci Hartke inquired whether it was

difficult for clients to obtain employment from employers that did not typically hire VR clients. Judith Castro stated that it varied, although RSA had identified some employers that allowed job coaching. Ceci Hartke inquired whether it was beneficial for clients to disclose their disability. Judith Castro stated that it was up to the client, and that some might not disclose if they felt their employer might be biased. Ms. Castro stated that was the reason the committee created the Employer Toolkit to be shared with employers, to dispel the myths of hiring an individual with a disability. Ceci Hartke noted that many employers of larger businesses would likely be aware of the incentives of hiring an individual with a disability, but it was a great resource to share. Ceci Hartke stated the committee could invite individuals that were waiting to be appointed as council members to participate on the committee. Judith Castro stated the committee had also reviewed and revised the RSA Self-Employment Policy so that it was easier to understand for VR staff. Ms. Castro stated the committee could potentially suggest that RSA Regions provide more standard work rather than each Region working slightly differently.

Adam Robson stated that several individuals had recently applied for SRC membership, and they might have ideas for the committee also.

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

The next meeting of the SRC Employment and Community Partnerships Committee was scheduled for April 5th. Agenda items are as follows:

- Committee Activities Discussion

### **Announcements**

There were no announcements.

### **Public Comment**

A call was made to the public with no response forthcoming

### **Adjournment of Meeting**

The meeting was adjourned at 10:00 am.

