

State Rehabilitation Council (SRC)
Employment Committee Meeting Minutes

August 12, 2025

Attendance

Members Present

Zane Lambros
Martin Appel
Stephanie Johnson

Members Absent

Staff Present

Lindsey Powers

Guests Present

Minutes

Call to Order

Zane Lambros called the meeting to order at 1:03 pm. Introductions were made, and a quorum was present.

Roll Call

Members introduced themselves, and a quorum was established.

Call to the Public

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

New Committee Member Updates

Zane Lambros inquired how the SRC could assist the Rehabilitation Services Administration (RSA) with their employment activities. Stephanie Johnson stated that RSA was trying to engage with community partners to create a streamlined workforce statewide. She noted that RSA was trying to bring individuals together and provide a cross training of the 4 title partners under the Workforce Innovation and Opportunity Act (WIOA) and were in the beginning stages. Stephanie Johnson noted there had been some challenges with filling out the Employment Specialist positions with the head count and the recent reduction in workforce. Ms. Johnson stated that Tim Stump was the only Employment Specialist currently, although the goal was to have a workforce of employment specialists. Stephanie Johnson added that RSA wanted the Arizona@Work to be the initiative rather than Vocational Rehabilitation (VR) and for there to be more of a community workforce effort. She noted that RSA held focus groups to identify employer and employment barriers and heard that collaboration, resources and training were the challenges. Ms. Johnson stated that RSA also hoped to create an aligning language identifying all businesses as employers and for Arizona@Work to be the one point of contact for employers. Stephanie Johnson stated that many employers wanted to engage in the conversation but were reluctant to hire individuals with disabilities due to the misconception that most individuals had significant disabilities thus the need for dispelling the myths.

Zane Lambros inquired whether there was a timeframe for hiring more employment specialists. Stephanie Johnson stated RSA had just posted one position, and she hoped to be able to post another position, although the client facing positions were the priority. Zane Lambros inquired whether the regional workforce collaboration would be open to community partners or employers. Stephanie Johnson stated the meeting would initially just be for the title partners, although the goal was to meet annually, and potentially open up for community partners. Martin Appel agreed with the need to streamline the message as well as building relationships with employers. He noted the benefit of educating teachers and families regarding the importance of work early so that families would be more likely to encourage youth to seek employment. Stephanie Johnson agreed and noted there would be a shift if the messaging could get out to educators, providers, and families so that it became a consistent message. She noted that RSA also wanted to develop video resources that could be engaging and available on demand for individuals seeking information. Zane Lambros stated the committee would be pleased to review any resources if appropriate as the council and committee members came from different backgrounds and experiences. Stephanie Johnson stated she did not have any resources yet, as RSA was starting over on training resources, but she would be glad to share other resources as they became available. The committee members agreed that they would be willing to review any resources.

Agenda and Next Date of Meeting

The next SRC Employment Committee meeting was scheduled for October 7th from 1:00-2:00.

Adjournment

Zane Lambros motioned to adjourn the meeting. Martin Appel seconded the motion. The meeting was adjourned at 2:00 p.m.