

Draft
State Rehabilitation Council (SRC) Employment and Partnerships
Committee Meeting Minutes

September 16, 2020

Members Present

Carol Carr
Tim Stump
Judith Castro
Adam Robson
Susan Voirol

Members Absent

Jennifer Baier

Staff Present

Lindsey Powers

Guests Present

Call to Order and Introductions

Carol Carr called the meeting to order at 10:00 am. Introductions were made and a quorum was present.

Approval of August 18, 2020 Meeting Minutes

Tim Stump moved to approve the minutes of the August 18, 2020 SRC Employment and Community Partnerships Committee meeting. Judith Castro seconded the motion. The committee approved the minutes by unanimous voice vote.

Employer Toolkit Discussion

Carol Carr stated the Employer Toolkit was sent to three groups for review and feedback. Ms. Carr noted that Kristen Mackey, Rehabilitation Services Administration (RSA) Administrator made suggestions regarding the font and a correction to the JAN website link. Carol Carr stated she received some suggested changes from Gina Griffiths, who recommended including a tab under the Table of Contents for the Dispelling the Myth section, moving the Inclusive Workplace to the Resources section, and moving the Historical Perspective to the beginning of the toolkit. Adam Robson stated his agreement with including a tab under the Table of Contents for the Dispelling the Myth section. Carol Carr stated that would be added and

inquired regarding the Inclusive Workplace section. Adam Robson stated the Inclusive Workplace could remain under the Business Case. Judith Castro agreed that section could remain under the Business Case. Carol Carr inquired whether the Historical Perspective should be moved to the beginning of the toolkit, and whether the employer would be interested in reviewing that information in the beginning. Adam Robson stated his recollection that the Historical Perspective was lengthy before, which was the reason for moving it to the end of the toolkit. He noted that the current information was brief and could be included in the beginning. Carol Carr stated the Historical Perspective could be placed after the Introduction. Adam Robson inquired whether the last sentence under the Rehabilitation Act that indicated an individual would benefit from Vocational Rehabilitation (VR) would be misleading to an employer. Tim Stump stated that most employers with Federal contracts would understand the processes for hiring individuals with disabilities. Adam Robson inquired whether the information should be removed. Susan Voirol agreed that the information could be removed and replaced with information regarding the Workforce Innovation and Opportunity Act (WIOA), which offered broader information. Adam Robson stated the Rehabilitation Act information was brief and would not overwhelm an employer. Adam Robson inquired whether the toolkit could be arranged so the Introduction was first followed by How to Use the Toolkit, and the Historical Overview. Judith Castro stated the toolkit could remain as is and flowed well. Adam Robson agreed that both ways worked.

Carol Carr inquired regarding the next step, and whether the toolkit would be published on the VR website. Tim Stump suggested Carol Carr contact the DES Public Information Officer regarding publishing the toolkit. Susan Voirol stated her understanding that Kristen Mackey had requested the toolkit once complete, and she would publish the information. Susan Voirol stated that she would like to present the toolkit as part of Disability Awareness month in October, if the toolkit was ready at that time. Ms. Voirol inquired whether the information would be published as a PDF or a website link. Carol Carr stated that she intended to send the completed toolkit to Kristen Mackey, who would determine the format for the toolkit. Carol Carr stated the toolkit was still missing success stories. Tim Stump stated that he had a couple of success stories but was waiting on the release forms. Susan Voirol stated the Employment First website included success stories monthly, and the website could potentially link the success stories. Susan Voirol stated that Employment First originally wanted to develop an Employer Toolkit but did not have the necessary resources, and therefore partnered with the SRC to develop the toolkit. She noted that toolkit could be included on several websites to reach a larger audience. Susan Voirol inquired how DES obtained success stories. Tim Stump stated the difficulty

in obtaining success stories and noted that once a client obtained employment, they were busy and harder to contact.

Adam Robson suggested a change to Reason 1 under the Building the Business Case. He inquired whether the reduced hiring cost referred to a lower salary. Carol Carr stated there would be increased employee retention, which would reduce the hiring costs. Adam Robson stated the statement could indicate that a reduced hiring cost was due to a higher retention rate. Susan Voirol stated that section sounded similar to information from Think Beyond the Label and suggested the information reference the source. Adam Robson inquired whether the language regarding workstation modification should be modified. He noted the current language could indicate that individuals with disabilities were prone to injuries. Carol Carr stated that "to reduce injuries" could be removed. Carol Carr stated she would make the suggested changes to the toolkit and would then forward to the appropriate individuals for publication.

Agenda and Date for Next Meeting

The next meeting of the SRC Employment and Community Partnerships Committee will be determined. Agenda items are as follows:

- Employer Toolkit 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 10:40 am.