

State Rehabilitation Council (SRC)

February 26, 2020

9:00 a.m. to 11:00 a.m.

MINUTES

Utah State Office of Rehabilitation

Main Conference Room

Conference calls: 1-801-887-9398

**Members Present:** Glenn Fitzpatrick Jay Wheeler Eliza Detherage  
Jodi Hansen Alisha Byron (p) Lavinia Gripentrog  
Sandy Terry James Harvey Eliza Stauffer  
Jenni Thompson Austin Oseguera Katie Carroll  
Cheri Lachenmeier Brian Lahti Andrea Pitts (p)

**Absent:** Ben Robison Rob Ferris Velma Spencer  
**USOR Staff:** Sarah Brenna Aaron Thompson Gordon Swensen  
Sylvia Gines  
Gwen Solum Aimee Langone

**Guests:** Michael Lefever

Welcome / Mission Statement / Approval of Minutes	Action Items
<p><b>Chair / Glenn Fitzpatrick</b> - Welcomed everyone; Mission Statement and Goals read by Glenn Fitzpatrick. Approval of last month's minutes by Jay Wheeler &amp; Eliza Detherage with the 2<sup>nd</sup>. <b>Public Comment</b> - none</p>	<ul style="list-style-type: none"><li>Council Members please make sure you respond to the attendance email; if you don't you will be marked absent at the meeting if not there instead of excused.</li></ul>
Representative Reports, Updates and Outcomes	Action Items
<p><b>Business Industry/Labor (Rob Ferris)</b> - No Report <b>Business Industry/Labor (James Harvey)</b> - Nothing to report <b>Community Rehabilitation Provider (Eliza Detherage)</b> - Direct service staff are still hard to find at the rate of pay. Still getting worse. Hired a Statewide Employment Director Selena Harris. <b>Consumer (Selena Harris)</b> - new position with Turn Community Services. <b>DWS (Sandy Terry)</b> - submitting the State WIOA plan on Friday, another 4 year plan. <b>BI&amp;L (Alisha Byron)</b> - Nothing to report <b>Client Assistance Program (Katie Carroll)</b> - Primary election coming up on the 3<sup>rd</sup> of March, looking at inaccessible voting places like drop boxes, too high to reach. Barbara Tomer fellowship, person with a disability any age that are looking at</p>	

<p>learning about those with disabilities.  <b>Consumer (Eliza Stauffer) -Community Rehabilitation</b> - any questions about the fellowship contact Eliza.  <b>Provider (Glenn Fitzpatrick)</b> - Nothing to report  <b>Special Education (Lavinia Gripentrog)</b> - Transition Institute Feb. 3,4<sup>th</sup>. USOR sponsored the first day, shared data, interagency agreement, importance of collaboration, a lot of information given out to counselors and educators.  <b>UCAT (Austin Oseguera)</b> - Nothing to report  <b>Utah Parent Center (Jodi Hansen)</b> - Rural training for transition, St. George, Vernal and Moab. March 10<sup>th</sup> services after High School, financial planning for children with disabilities. March 12<sup>th</sup> at the PARC Center, March 26<sup>th</sup> Book study.  <b>DSDHH - (Need representative)</b>  <b>DSPD (Ben Robison)</b> - No report  <b>Navajo Nation (Velma Spencer)</b> - No Report  <b>Service Provider (Jay Wheeler)</b> - Nothing to report  <b>Consumer (Brian Lahti)</b> - Nothing to report  <b>DSBVI (Jenni Thompson)</b> - National Federation for the Blind March 27<sup>th</sup> &amp; 28<sup>th</sup> Convention and the Utah Council of the Blind on May 2<sup>nd</sup>.  <b>VR (Cheri Lachenmeier)</b> - Nothing to report  <b>USILC (Andrea Pitts)</b> - Nothing to report</p>	
<p><b>Director's Updates</b></p>	<p><b>Action Items</b></p>
<p><b>Sarah Brenna</b> - Legislative Session looks good this year, budget process went fine, resolution for the Utah Association for the Deaf approached by Rep. Johnson for a closed caption resolution for public places. UAD is supporting this. Need to recruit new members for the DSDHH advisory council; open house on March 18<sup>th</sup> at 6:30.  <b>Aaron Thompson</b> - Beneficial for Counselors to come in to talk about their point of view with clients. Gwen Solum Supervisor Counselor for our Downtown office. New District Director in Ogden Office is Jamie Cheek; replacing her in Logan is Tom Smith District Director; he implemented the Intern program. USOR events: Employer Workshop &amp; Spring Job Fair in April at the Sanderson Center. VR stats - performance 3yr. total - referrals for service is showing back up, youth and transition service is up. Eligibility is also showing an increase; over 70% are clients eligible for services. The numbers adjust and go up and down. Waitlist is at 0%, Employed client for support services for 90 days after; post-employment services if they are struggling to have them come back for services.</p>	<ul style="list-style-type: none"> <li>• Power Point sent out after the meeting.</li> <li>• Upcoming meeting to talk about the certification process.</li> <li>• Jennifer Roth to come to future meeting for an overview of the USOR budget.</li> <li>• Human Resource Division to report at a future meeting.</li> <li>• Upcoming meeting to have Utah State University come to talk about the contract on employment supports.</li> </ul>
<p><b>Updates</b></p>	
<p><b>Gwen Solum</b> - VR Overview - Goals are as follows, 1 - Stabilization, 2- Develop skills, 3- Obtain employment, 4- Increase independence. Orientation - available at most locations - strongly encouraged - learn about VR process &amp; services - Obtain application. Core Services - Vocational Counseling &amp; Guidance; Disability adjustment counseling; Career exploration; information and referral services. - Restoration - Diagnostic &amp; Evaluation Services - Interpreter &amp; reader services - Job Placement Assistance - Assistive</p>	<ul style="list-style-type: none"> <li>• Power Point sent out to council.</li> </ul>

Technology - Self Advocacy Skills Building - Employer Relations (requesting reasonable accommodations) - Training (including on the job; supported employment; basic academic; vocational, etc.) Meeting with a Counselor - Initial Interview; Develop Counselor - Client relationship - Topics of discussion, Disability; Employment; Interests; skills; and abilities. Eligibility - Presence of a significant disability - Medical records, Social Security Benefits - Additional assessment if needed - Impediments to employment ; Specific difficulties in obtaining/maintaining employment - 60 Day time limit; Gathering & reviewing medical records; Verifying Social Security Benefits - Notified via letter & phone call.

**Aimee Langone** - Customized Employment (CE) - CE is a process or strategy designed to personalize an employment relationship with a job seeker and employer to meet the needs of both parties; based on an individualized match between strengths, conditions and interests of the job seeker and a business need of the employer; CE is usually utilized for individuals with the most significant disabilities. Why all the "Buzz" about CE? CE is not new-ODEP had an initiative in 2001 - The term Customized Employment was added into WIOA. However, WIOA law or regulations do not describe the CE process or how CE needs to be provided in states. - The regulations describe CE in terms of a recognized component to supported employment. CE introduced new ways to look at job development and placement. The Big Picture - Most states are receiving training from national companies; Most training includes Technical Assistance as part of the training; Some states are starting to develop their own training; WINTAC and Y-TAC developed the Essential Elements of CE in 2017 to assist with universal application. Essential Elements of CE - 1- Negotiations of Job Duties 2- Individualization - One job for one person 3- Negotiated pay - at least minimum wage 4- CE occurs in the community or in a business owned by the individual 5- CE is mutually beneficial for the individual and employer 6- Job Developers are used if necessary to represent the individual 7- A "no fail" process that presumes all individuals can work 8- Customized self-employment or wage employment 9- CE is best used for individuals who are not likely to be successful with a traditional "side-by-side" placement (place and train model) CE in Utah - Utah is considered an "early adopter" of CE (2014 USOR's first "Memo") - Utah has MG&A and GHA trained Employment Specialists - In Utah, CE currently follows the Supported Employment fee structure after Discovery - CE Memo in Policy. CE in Utah Programs - School to Work; Pathways to Careers; General CE - Barriers to CE - Retention of Employment Specialists; Lack of Providers in some areas (particularly rural); Cost - training and retraining staff, fee structure and gaining proficiency; Time to gain proficiency (discovery has been taking over a year in some cases). Next Steps - USOR is currently reviewing CE- training needs; sustainability; fee structure; policy. USU is collecting data - school to work data and focus groups; survey of teams to

- Power Point sent out to council.

identify barriers and successes; training needs of STW teams.	
<b>Open Discussion</b>	
Meeting adjourned	<ul style="list-style-type: none"> <li>• Utah School for the Deaf and Blind would like to come present at a future SRC meeting.</li> <li>• Lora Bench would like to come and speak to the Council in the future.</li> <li>• DDS to speak at an upcoming meeting.</li> </ul>
<b>Next Meeting</b>	
<b>May 27, 2020</b> <b>9:00 a.m. - 10:00 a.m.</b>	<ul style="list-style-type: none"> <li>• March and April meetings cancelled due to COVID 19 pandemic</li> </ul>