



## ACTION ITEM(S):

- Member Spotlight each meeting
- Success Stories

## WELCOME & OPENING BUSINESS

- Jennie Dopp welcomed everyone to the SRC meeting on Wednesday, May 28th at 9:00 am.
- Review & Approval of previous meeting (March): **Motion to approve:** by Lavinia Gripentrog and Shayne Roy with the second; council approved min.
- Mission Statement & Values read by Aaron Thompson and Kate Larimer.
- The SRC had a motion to approve the new Comprehensive System of Personnel Development (CSPD). Christine Anderson with the 1st and Dani Williams with the second.
- Public Comment: None

## REPRESENTATIVE REPORTS

- **Disability Advocate Jennie Dopp:** Closely watching the Medicaid situation unfold, just making sure that you're sharing in your circles how vital Medicaid is for the families and clients we serve and how it impacts them.
- **Consumer (Selena Harris):** No report.
- **CAP (Bianca Gonzalez):** Looking at some client complaints on how the cases were handled and helping them move forward with their VR case. Working on outreach at psychiatric residential facilities, hoping to get those youth connected with our services.
- **Special Education (Lavinia Gripentrog):** Transition Conference coming up June 10th & 11th; looking for youth ages 14-22 to attend; we have youth led breakout sessions. The conference is a co-sponsored event between USOR & USBE. We have a fee code for youth and families if they register in time. This will be at Utah Valley Convention Center; the first day is for the youth and families; the second day is for school teams for planning.
- **UCAT (Austin Oseguera):** wrapping up for the summer; sending out orders to the school teams so they can get ready for the upcoming school year. Also working on upcoming trainings that we are planning for; sending out surveys and getting the results back.
- **DSDHH (Jasi Sefcik):** focus is on outreach for deaf community; open position for client specialist and tax specialist right now.
- **DSPD (Lisa Wade):** Last week the Utah Developmental Disabilities Council and DSPD co-sponsored a conference lasting 4 days. The 1st day covered intellectual developmental disabilities, advocacy and independent living and elevating their voices. The next 3 days were for case managers, support coordinators and providers of services. Great to network and talk with each other there. We have a long term services and support study going on with the Human Services Research Institute in conjunction with the Department of Aging; lots of

research and putting the information in briefs for agencies that have requested the information will also be at the bottom of our web page. We have been receiving technical assistance from the National Center on advancing person-centered practices and systems and working on informed consent and supported decision making and an experience survey with those that are getting our services.

- **Navajo Nation:** No report.
- **VR (Steven Phelps):** Our counselors are working on finalizing the PRE-Ets students as the school year is ending, working with the PRE-Ets staff at various schools, and be ready for back to school in the fall. Transition Conference coming up June 10th at UVU; counselors are prepping for that; Work-Based Learning experiences set up for summer like Camp K; there will be a Substance Abuse Training for the counselors in the Salt Lake Valley; seeing a lot of clients coming in with this need. New Training Platform just starting for the employees; more info on that later in the meeting. The Valley West and the Salt Lake offices had a visit from the Governor for Employee Appreciation Day; had the chance to ask him some questions, tell about who VR is and what we do.
- **USILC:** No Report
- **WDD (Heather Mousley):** asked Kim Bartell to update for her: the next American Job Certification coming up in St. George on June 26th and in the fall more locations and dates to come.
- **U of U Center for Disability & Access (Christine Anderson):** we had I.King Jordan receiving an honorary doctorate at our Commencement ceremony, he is the 1st deaf individual at Gallaudet University; had a panel discussion in collaboration with the Sanderson center, well attended and a great discussion, thanks to our partners at the Sanderson center. We were able to award 3 scholarships from the Nielsen Foundation for spinal cord injury, this is quite a gift. It covers tuition; housing stipend; personal care attendant; this will start in the fall.
- **Beautiful Ability (Summer Sylvester):** No Report.
- **Ogden City (Linda Lartigue):** No Report
- **BI&L (Shayne Roy):** Duchesne & Uintah County school district meetings about software development skills with a pre-apprenticeship type program, definite need as the electives are typically shop related; this will provide greater opportunities here. Many individuals this time around qualify for VR services. There is an organization called My Story Mattes they cater towards that have been in the justice system, hoping to find a way to support an organization like that. They also help at-risk youth with assemblies and teach life skills. Job Fair during apprenticeship week of April 30th there in Vernal and at Salt Lake Community College.
- **LSI (Dani Williams):** Attended the Eastern Utah Community Resource Fair 2 weeks ago. We had 2 staff members there: the Carbon County and Utah County representatives. It was a great opportunity to network and connect working on getting the PRE-Ets program going there, this is the summer goal. Also working down in Washington County; they have a day skills intervention center there.

- **BI&L (Kate Larimer):** as a reminder I work for Myriad Genetics a biotech company; we have a new CEO. He was the Chief Operation officer the last 18 months. The company is a Federal Contractor and we are using only Inclusion at Myriad.
- **DSBVI (Marnie West):** starting a program called Utah Work Introduction Network (UWIN) for students ages 16-21 they are housed in our apartments / dorms, we provide classes for them on Fridays for independent skills. The program is a joint effort between the Utah Industries for the Blind and the Utah Schools for the Deaf and Blind, they help students find employment, and go with them to jobs; it is a 6 week program and the student gets paid by the program to give them work experience; they plan & purchase meals; clean & techniques to help them. The National Ability Center in Park City has a ropes course; river trip; have younger kids introduced so they can get excited about the program. Planning an open house in October to come and see all the services available at DSBVI.
- **Consumer (Ramsey Beesley):**
- **Consumer (Jared Sorensen):** Member spotlight

#### **USOR DIRECTOR'S UPDATES : Aaron Thompson - VR Director Report -**

- CSPD Updates & VR University - CSPD Purpose, Plan and Policy Updates Explained - Updated Qualification Requirements and Core Competencies Highlighted - VR University Introduction, Rollout, and Training Details
- Outlining CSPD Purpose
  - Ensure adequate supply of qualified rehab personnel
  - Maintain high-quality individualized services for people
  - Align personnel development with federal regulations
- Key Policy Updates: MRC/CRC Changes
  - Masters degree (MRC) and National Certified Rehabilitation Counselor (CRC) credential are not required as of July 2024
  - staff still have the opportunity to pursue both and can utilize DWS Tuition Reimbursement for the MRC
  - New hires without an MRC or CRC must complete the USOR training program within two years.
- Updated Qualification Requirements
  - Bachelor's degree in a related field
  - One year of direct service experience assisting individuals with disabilities
  - Experience can be paid or unpaid.
  - Trainee roles available for consideration of those without direct experience
- Promotions & Development at USOR
  - Knowledge assessed through performance management, clinical supervision, and successful completion of training

- Trainees eligible for VR Counselor 1 after one year upon meeting performance expectations.
- Promotion to a VR Counselor 2 is possible after two years upon meeting performance expectations.
- Development & Retention: CRC
  - USOR will continue to provide a salary increase for those who obtain their CRC
- **VR University - A DRS Curriculum in YesLMS - Rylee Williams**
  - Rolling out VRU The process:
  - CSPD Changes and Identifying ongoing staff; Identify & communicate the need for new training & learning management system; Cross-functional team of VR Counselors, Supervisors & DD's with the Policy & Training Team to design a robust curriculum; Info Sessions; Goals: Training, Support & Experiential Learning with YesLMS; Monitor & measure through check-ins & feedback
  - VR University - Enhancing VR Counselor skills through online training; Build confidence & competence; Promote consistency statewide; Ensure compliance with federal personnel standards; Providing immersive learning experiences; Foster continuous growth & professional development; Transforming education through YesLMS
  - YesLMS Training Platform Details - Role-Based Training Paths; Personalized Learning Plans; Progress Tracking & Reporting; Individualized Learning Approach; Built-In Assessments & Quizzes; Continuing Education Credits
  - VRU & Core Competencies - Foundations of VR Counseling; Medical Aspects of Disabilities; Ethics; Disability Awareness & Sensitivity; Case Management; Counseling Theories; Assistive Technology; Employment Development; Pre-Employment Transition Services; Counseling & Self Care; Vocational Assessment Tools
  - VR Counselor Experience Levels - VRU training is customized; Entry-level VR Counselors receive comprehensive training; Experienced VR Counselors receive relevant training & upskilling opportunities; Personalized learning plans
  - New Counselor Training - Entry-level VR Counselors have 6 required modules; Completion timeframe; Blended learning approach; Modules include Core Competencies
  - Experienced Counselor Training - Experienced VR Counselors will complete annual/ ongoing training; Counselors may opt out of some modules; Verification of competencies; Personalized learning plans
  - Credit for Prior Learning
  - VR Support Sessions
  - How VRU Supports Staff - Understand the full VR process; Counseling techniques; Navigate employment barriers; manage caseload & time

- Welcome to VRU - first step toward becoming a confident, capable, & impactful VR professional
- Invest in Growth, Thrive together - monthly in-service training; webinars, conferences & other training events; Tuition Assistance; RSA Scholarship info

**See above in opening business for plan approval**

- **Business Relations - Leah Lobato-**
- My team and I work with businesses across the State to help them with recruiting, hiring, and retaining individuals with disabilities.
- Happy to provide any services and support that is needed in terms of understanding how to access accommodations, or how to handle a conversation to be supportive for both the individual and the employer.
- Flyers will be sent out after the meeting for all the events coming up in the coming weeks. Please share them with your groups. Lots of workshops and lunch and learns, and career fairs; the Golden Keys are the end of September where we recognize businesses and individuals that have supported someone with a disability and employment.

**PRESENTATIONS BY:**

**Camp K: Pre-ETS Summer Program - Mircea Divricean - flyer sent out before the meeting**

- Starts Monday June 2, 2025, tours are welcome during this time. Camp K has been serving the community since 1953 which is over 70 years. Located up Emmigration Canyon, 2 ½ miles up, the mission is on achieving independence; we want our participants to achieve independence. Amazing staff, facilities and role models that want to make a difference in the lives of people with disabilities. Clinical recreational therapy, licensed and certified recreational therapists with supervision and support; we work on improving all 5 domains of functioning; physical, cognitive, emotional, social, and behavioral; several programs throughout the summer; residential camp; summer day camp; trip camps. Monday through Saturday. There is kitchen service; cabins and a lodge; classrooms; fish pond; sports court; ropes course 2 high and 1 low; new amphitheater, outdoor musical instruments; splash pad which is the only accessible one built in Utah for people with disabilities. Heated swimming pool, bathhouse and lots of trails. Provide SpEd services for over 40 years and recently started the SWEET program - Summer Work Exploration Experience Training 10 years ago, recently added the PRE-ETs program. Refining the program every year and supporting the participants. Pre-pandemic Camp K was full, always had a wait list, this year completely full post-pandemic. Fleet of accessible vehicles for transportation. The Equestrian program

teaches caring for horses; In the Kitchen they learn about food and working and helping; Custodial jobs; Maintenance; Landscaping; Office administration; Lots of opportunities for growth to help them achieve their Independence.

### **Member Spotlight: Jared Sorensen - Cyrusher E-bikes**

Flyer sent out before the meeting

- Former VR client; Currently the Regional manager for Cyrusher E-bikes
  - provide services to VR clients; first designed as a recreational item and now it has turned into a form of transportation for clients putting on 1,600 quarterly, which warranties don't cover wear and tear, then it becomes unsafe or useless
  - VR package includes a warranty - keeps them working and out in the community
  - Less commute time: waiting for other types of transportation
  - Happy to be part of the mission to keep VR clients employed
  - In process of developing a tricycle model for balance issues; physical limitations; these are post-production and waiting for them to arrive
  - we have been able to customize bike to fulfill 3 categories: is it safe for the client: is it comfortable for the client; does it fulfill the purpose of what the client is looking for; Has to be Yes to all 3 before a quote is sent to VR
  - Helmets, Covers, Racks, Fenders, Maintenance toolkits, chargers; looking into trackers

**Call to Adjourn Meeting by** - Shayne Roy & Lavinia Gripenrog with the 2nd.

The next meeting will be Wednesday, June 25th 9:00 am to 11:00 am on Zoom.