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**STATE REHABILITATION COUNCIL  
MEETING MINUTES**

**Date:** Nov. 19, 2025  
**Time:** 9:00 am - 11:00 am  
**Location:** Zoom

**Members Present:**

Bianca Gonzalez	Esperanza Reyes	Shayne Roy
Summer Sylvester	Jennie Dopp	Christine Anderson
Lisa Wade	Selena Harris	Austin Oseguera
Dani Williams	Stephen Phelps	Lavinia Gripentrog
Jasi Sefcik	Kate Larimer	Marnie West
Jaci Moreno	Samantha Easter	

**Excused:** *Heather Mousley*

**Absent:** *Ramsey Beesley*      *Jared Sorensen*

**Quorum:**                      **YES**

**USOR Staff:**

Aaron Thompson	Sarah Brenna	Gordon Swensen
Sylvia Gines	Aimee Langone	

**OTHER ATTENDEES:**      Roni Jo Frazier                      Brian Phillips                      Clay Anderson

## ACTION ITEM(S):

- Member Spotlight each meeting
- Success Stories

## WELCOME & OPENING BUSINESS

- Bianca Gonzalez welcomed everyone to the SRC meeting on Wednesday, Nov. 19, 2025 at 9:00 am.
- Review & Approval of previous meeting: **Motion to approve**: Lavinia Gripentrog; Summer Sylvester
- Mission Statement & Values read by: Aaron Thompson & Bianca Gonzalez
- Council welcomed new members Jaci Moreno and Samantha Easter
- Public Comment: None

## REPRESENTATIVE REPORTS -

- **Disability Advocate (Jennie Dopp)**: January 26th Legislature meet for Advocacy Day, go to the website to register
- **Consumer (Selena Harris)**: Residential Day program and Labor of Love Program for those without family starting up.
- 1. **CAP (Bianca Gonzalez)**: anticipating calls about the Order of Selection starting
- 2. **Special Education (Lavinia Gripentrog)**: Ready to submit report to Federal government; Post High Survey concerned on older students 19-22 yrs old outcomes are poorer than 18yr. olds
- 3. **UCAT (Austin Oseguera)**: Finishing training on Every Move Counts
- 4. **DSDHH (Jasi Sefcik)**: help deaf clients with the HEAT program which is getting started after the shut down
- 5. **DSPD (Lisa Wade)**: Went to Virginia for a conference, learning about a few new change management and rate study reports. Software system is getting updated with a soft opening as there could potentially be 20,000 clients using it
- 6. **Navajo Nation: N/A**
- 7. **VR (Steven Phelps)**: helping clients in eligible status get set up in plan to provide services; learning about OOS for helping clients
- 8. **Parent Center (Esperanza Reyes)**:
- 9. **USILC: N/A**
- 10. **WDD (Heather Mousley): No Report**

11. **U of U Center for Disability & Access (Christine Anderson):** ready for finals & new year scholarships for VR clients. Craig H Nielsen fund applications for those with spinal issues apply Nov. 1, 2025 through February 1, 2026
12. **Beautiful Ability (Summer Sylvester):** Stream-lining in Customized Employment
13. **BI&L (Shayne Roy):** Client from Price working great with coaches; long-term refugee is working great Provo Counselor is helping client. Lunch & Learns; Launched a new initiative skill reps; hoping to expand in other counties
14. **LSI (Dani Williams):** right now fully staffed in every county (21 total); first outreach meeting with school needs school board and districts; more support for students needed
15. **BI&L (Kate Larimer):** New marketing team on Social Media area, working on the recommendations to be compliant
16. **DSBVI (Marnie West):** New Tech Specialist going well with UCAT & Counselors
17. **Consumer (Ramsey Beesley): No Report**
18. **Consumer (Jared Sorensen): No Report**

#### **USOR DIRECTOR'S UPDATES : Aaron Thompson - Order of Selection Update**

- Order of Selection went into effect on 11/17/2025
- 692 classified in the SD and D categories were moved to the Delayed Status List.
- More than 11,900 clients with existing employment plans will continue to receive services.
- Over the last month, VR counselors worked to develop new employment plans with nearly 1,000 clients.
- Under the Order of Selection, newly eligible MSD clients will continue progressing toward developing employment plans, while new clients classified as SD and D will be placed on the waiting list for services.
- Email and letter notifications were sent to clients and included a list of information and referral options, along with an FAQ document.
- Information about the Order of Selection has been distributed to partners, providers, and stakeholders.
- Comprehensive information is available to the public at [jobs.utah.gov/usor/oos](https://jobs.utah.gov/usor/oos)
- Staff have received training and talking points on how to explain the Order of Selection to new applicants and partners.

#### **OOS and Students**

- Students with disabilities may continue to access pre-employment transition services by first connecting with our contractors or instructors before submitting an application for “full” VR services.

- Staff are engaging in follow-up with education partners at the local level to support access to services for students. Specialized PRe\_ETS FAQs and guidance for parents and educators are available on the USOR website.

#### OOS and SRC Members: How Can You Help?

- Share current and accurate information with interested parties
- Forward any questions or concerns you hear in the community
- Encourage individuals to apply for VR services...being on the Delayed Status List is better than delaying an application.
- For students, guide parents and families in accessing services through our contracted Pre-ETS providers.
- For more information visit: [jobs.utah.gov/usor/vr/services/student/contractor.html](https://jobs.utah.gov/usor/vr/services/student/contractor.html)

#### WIOA State Plan Goal Update

- At the September meeting, the council voted to carry forward 11 goals and retire one, Improving Access and Awareness of Pre-ETS, noting it has progressed significantly and is addressed through other goals.
- Informed by Council feedback, RSA monitoring reports, and performance measures, three additional goals have been established.

#### Proposed New Goal 1

- Goal 1: Increase Enrollment in occupational and vocational training programs, including on-the-Job Training and Apprenticeships
  - Enhance client counseling on post-secondary training, OJT, and apprenticeships that lead to sustainable, competitive employment.
  - Streamline policies and procedures to support client participation in training, OJT, and apprenticeships.
  - Provide staff training and resources to strengthen understanding of apprenticeship models and improve client connections.

#### Proposed New Goal 2

- Goal 2: Strengthen Meaningful and Sustained Client Engagement to Enhance the Overall Client Experience
  - Train and support staff in consistent client engagement, including regular check-ins, thorough documentation, and follow-up communication.
  - Provide skill-based counseling training (e.g., motivational interviewing, trauma-informed care, active listening, conflict resolution, client-centered communication) to strengthen relationships and improve retention.

- Use data and case management reports to identify early disengagement and enable proactive outreach and re-engagement.

### Proposed New Goal 3

- Goal 3: Improve Employment Retention in the 2nd and 4th Quarters After Exit
  - Use Labor Market Information to guide clients toward high-demand, stable jobs with career growth potential.
  - Train VR staff and providers on job retention strategies, early risk identification, and follow-up coordination.
  - Inform employed SSA-beneficiary clients about Employment Networks and Work Incentive resources for ongoing support.

### Action Item

- Additional Input from the Council
- Vote of Support

## **PRESENTATIONS BY: Brian Phillips - Comprehensive Statewide Needs Assessment Update**

### Purpose and Rationale

- Disability Emphases
  - Most Significant Disability
  - Youth and students
  - Minorities and marginalized
  - Unserved or underserved populations
  - Coordination with Workforce and Education partners
  - Adequacy and effectiveness of community rehabilitation providers

### Flow of Information

- Secondary Data; Key Informant Interviews; Focus Groups; Surveys

### Scope

- Five Sections for Reporting
- Secondary Data; Primary Data

### Preliminary Findings

- Setting the Stage

- Utah Disability Prevalence = 10.9%; Females 11.2%; Native American or Alaska Native 13.0%; Piute County 23.0% Summit County 5.9%
- Positioning Employment - Unemployment Rate in August 2025 3.3%
- Employment - Utah had the 3rd highest percentage of people with disabilities who are employed in 2023
- No Disability 81.1%; Disability 57.1% in 2023
- Counties with Higher Unemployment Rates- Piute 5.3%; Wayne 4.8%; San Juan 4.4%; Garfield 3.8%

#### In Comparison -

- Preliminary Findings - Insights From the Informational Interviews
- Early Themes -
  - Strengths - Examples of Strong Interagency Collaboration and Partnerships; Expanded Training Capacity; High-Performing Pre-Employment Transition Services
- Potentials -
  - Constraints of Order of Selection: Creating Space for Enhanced Services; Strengthening Employer Networks and Work-Based Learning Experiences
- Challenges -
  - Turnover and Corresponding Training Burden; Heavy Administrative Loads; Reach into Rural Areas; System-Level Uncertainties; Encouraging an Accurate Understanding of and Response to OOS

#### **Roni Jo Frazier - Bloom Consulting - Pre-ETS Provider**

- Overview -
  - Provider of innovative Pre-ETS and transition services; National Leader in individualized instruction and work-based learning; Serving over 1,000 students annually across multiple states; Partnership-focused approach supporting schools, VR, and families
- Our Mission & Approach -
  - Empower students; Deliver personalized instruction; Create meaningful community partnerships
- Project Overview -
  - Contracted to deliver comprehensive Pre-ETS services statewide; High-quality individualized instruction in all five required service areas; Focus on meaningful skill development and realistic career advancement
  - Serving 19 counties
- Program Structure -

- All services provided 1:1 by trained Pre-ETS instructors; Students develop a personalized vision board to guide goals; Instruction customized to support individual; Goal-driven process from intake to completion
- Job Exploration Counseling
  - 6 hours of individualized instruction; Interest surveys and career assessments; Use of labor market tools: ONET, Keys to Success, Career index Plus; Identify training needs; Support creating job accounts
- Workplace Readiness Training
  - 10 hrs. of instruction; Time management; Resume building; Understanding job descriptions
- Instruction in Self-Advocacy -
  - 8 hrs. of instruction; Goal setting; Peer mentoring; Lessons on disclosure; Leadership, assertiveness, and independence skill building
- Counseling on Postsecondary Education -
  - 6 hrs. of instruction; Financial planning; Differences between high school and college; Time management; Understanding disability services
- Work-Based Learning Strategy -
  - Focus on juniors and seniors who completed core instruction; Tiered progression based on readiness and performance; Alignment with VR transition plans and career interests
- Tier 1 WBLE: Career Exploration
  - Job site tours; Participate in mentoring events; Activities repeatable up to 3 times
- Tier 2 WBLE -
  - 2-6 week experiences aligned with student interests; Community-based internships or volunteer roles; Full support for student and employer; All experiences compliant with FLSA
- Tier 3 WBLE: Paid Internships
  - 4-10 weeks (6-20 hrs/week); Student wages equal to nondisabled peers; Full support for student and employer; Worker's compensation and taxes included
- Impact on Utah Students
  - Increased access to high-quality Pre-ETS instruction; Improved career readiness and self-advocacy skills; Stronger postsecondary planning; Meaningful hands-on work experiences; Enhanced transition outcomes statewide
- Impact on Utah VR & Schools -
  - Consistent, high-quality documentation and communication; Reliable partnership supporting VR counselor workload; Equitable access across urban and rural communities; Data-driven reporting to measure effectiveness

- Why Bloom Consulting?
  - Proven national provider with 97% student satisfaction; Curriculum accessible across three academic levels; Experienced instructors using technology-rich methods; Strong infrastructure for statewide implementation
- Administrative Staff Members
  - Roni Jo Frazer - CEO - [rfazier@bloomconsultingco.com](mailto:rfazier@bloomconsultingco.com)
  - Adam Taylor - COO - [ataylor@bloomconsultingco.com](mailto:ataylor@bloomconsultingco.com)
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  - [www.bloomconsultingco.com](http://www.bloomconsultingco.com)

**Vote for 3 New Goals for WIOA State Plan:** Selena Harris motion to approve with Jennie Dopp with the second.

**Call to Adjourn Meeting by** - Shayne Roy & Lavinia Gripentrog

The next meeting will be Wednesday, Jan. 28, 2026 9:00 am to 11:00 am virtually at Judy Ann Buffmire Building