

# NH State Rehabilitation Council

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## NH STATE REHABILITATION COUNCIL

### MEETING MINTUES

January 23, 2020

21 SOUTH FRUIT STREET, ROOM 100, CONCORD, NH

**Attendees:** Charles Saia, Chair, Holly Cadwallader 1<sup>st</sup> Vice Chair, Chris Purington, 2<sup>nd</sup> Vice Chair, Lorrie Ripley, Isadora Rodriguez-Legendre, Theresa Wilkomm, Dawn Breault, Laurijean Pevear, David Morgan, Kristin McGraw

**Members Excused:** Kimm Phillips, Jo Moncher, Courtney Lockwood, Brent Cote, Mike Rudis, Benjamin Adams, Lisa Hinson-Hatz

**Advisory Non-Voting Present:** Carrie Dudley, Peter Darling

**Staff:** Louise Belanger, Ella McAllister, Jim Piet, Michelle Lapointe, Dee Clanton, Sue Roma, Tina Greco, Debra Orman, Terri Tedeschi

**Guest:** Christine Brennan, Deputy Commissioner of Education

**Interpreters:** Laurie Meyer, Katie (Intern)

**PCA:** Jeanne Keith

The meeting of the SRC was called to order by Chair Saia at 12:00 pm. Introductions of those attending today's meeting were made and the agenda was reviewed. Chair Saia announced that Lisa Hinson-Hatz is not in attendance today due to an out of state family matter. The financial update she had planned to give today will be rescheduled for the April meeting.

Benjamin Adams, the newly appointment member who will be replacing Nancy Rollins upon her retirement, is also not in attendance today due to being home with a sick child. He will be introduced to the Council at the April meeting.

Within member's packets is a copy of the SRC Annual Report for 2019. Chair Saia requests any questions on this report be sent to him via email.

**APPROVAL OF MINTUES:** The minutes of the SRC annual retreat of October 10, 2019 were reviewed and approved unanimously as written.

**MEMBER REAPPOINTMENT VOTE AND DISCUSSION:** The following members are coming off their first term and are eligible for a second if they choose to continue to serve on the SRC: Isadora Rodriguez-Legendre, Holly Cadwallader, Therese Wilkomm, David Morgan, Michael Rudis and Jeff Dickinson. The Executive Committee's recommends that their names be submitted to the Governor's office if they indicate a willingness continue on to a second term. A motion was made that the Chair reach out to them and if they are willing, forwarded their names to the Governor's office for formal appointment. This motion was approved.

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**WINDMILLS TRAINING FOR BUSINESS PARTNERS:** Terri Tedeschi, Business Relations Consultant within VR's Business Engagement Unit, gave an overview of a training she attended in early December. The training program, "*Windmills, Overcoming Fear & Misperception of the Reality of Working with People with Disabilities*", is a train-the-trainer program created to assist businesses in their hiring practices. The program was originally created by Richard Pimentel in the 1970, and last updated in 2016. It consists of 12 modules that are presented to business supervisors to help them understand their attitudes towards persons with disability and how what they believe is not necessarily correct. Each module is approximately 1-hour long and is designed to be presented by two people. Terri would like to begin presenting these training modules beginning in the spring to businesses within NH. It was suggested that the NH Leadership Committee could help in identifying various organizations where this training would have a positive impact, especially in light of the current times where there is a shortage of workers.

**STATE PLAN GOALS & PRIORITIES:** Ella McAllister presented to the SRC an update to the work in process of finalizing the State Plan for 2020. Several public forums were completed in November to gather input. The discussion in these forums centered around 3 areas: (1) VR service provision, (2) barriers to employment and (3) rehabilitation needs of persons with disability.

The State Plan Committee identified five Goals & Priorities to be identified in the State Plan:

**Goals and Priority Area 1** – Quality competitive integrated employment outcomes for persons with disabilities in New Hampshire

- Increase competitive integrated employment opportunities and outcomes for adults and youth with disabilities
- Strengthen supported employment programming
- Develop training programs directly with businesses

**Goals and Priority Area 2** – Effective and efficient use of resources

- Monitor fiscal management and strategies to ensure effective and efficient use of resources
- Enhance/Strengthen relationship with CRP services and community to continuously improve employment outcomes

**Goals and Priority Area 3** – Focus on Career Pathways within NH Sectors

- Support and continue to explore opportunities for sector based and alternative education, employment and training programs
- Increase opportunities for participants to explore and choose sectors within career pathways
- Educate staff to provide career pathway information and opportunities to participants
- Increase use of employment and labor market information when assisting participants access to job opportunities in career pathways

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## **Goals and Priority Area 4** – Promote an environment that supports the Participant – VR Counselor relationship

- Support the development and retention of qualified rehabilitation staff through a comprehensive system of personnel development
- Explore strategies to maximize customer engagement throughout the VR process
- Maintaining contact with participant continuously to enhance trust in the VR program

## **Goals and Priority Area 5** – Develop and implement marketing and outreach materials

- Develop tools that are easily understandable for participants and partners
- Develop tools for each area of the VR program, including materials that target
  - Transition aged
  - Businesses and Employers
  - Adult participants

As the deadline is rapidly approaching to submit the finished product, we will plan get a final draft out to members for their review while considering to convene a special meeting of the SRC for approval vote. In view of the quick turnaround time, this will most likely be done by a Zoom teleconference. Details of this teleconference will be finalized soon. The deadline to get the document to RSA is 3/27/20.

**TRANSITION UPDATE:** Tina Greco was in attendance today to give the SRC an update on DVR's transition program. In late 2018, five staff members became "Transition Specialists" and began providing workshops around NH on five pre-ets services: Career Exploration, Work-Based Learning, Counseling on Post-Secondary programs, Workplace Readiness and Self-Advocacy skills. 1,125 kids, ages 14 through 21 have participated in these workshops. 30% of the participants of these programs were coded as "other health impairments", followed by specific learning disability and autism. The highest reach during the period ending in June of 2019 was in the southern tier of the state. After completing the workshops, 13% of the participants went on to apply for VR services. Although not a huge number, it is defiantly an area the agency can take a look at in the coming year to identify ways to increase both the number of students and schools that participate in this program.

**CAP UPDATE:** Lorrie Ripley reported that the big project for CAP at the moment is rolling out more Stable accounts and getting people engaged. The 2<sup>nd</sup> year anniversary of Stable is approaching and Laurie is excited to add employees. She is looking for ideas on how NH can add to this program and make it better. NH currently has close to 300 accounts, using no general funds. Isadora Rodriguez-Legendre offered help with marketing materials.

## **COMMITTEE UPDATES:**

- **Deaf & Hard of Hearing:** Carrie Dudley reported that this committee last met on December 16, 2019, a brief synopsis of which is included in member's packets. The meeting's discussion centered around ways the Committee would like to see to improve outcomes for VR's deaf and hard of hearing population relative to employment. Next meeting is scheduled for February 3, 2020.

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- **Blind & Visually Impaired:** Peter Darling reported that this committee last met on January 14<sup>th</sup> under the direction of Daniel Frye, Administrator of SBVI. Discussion centered around moving out of the OOS and opening up opportunities for VR. SBVI is in the process of hiring an Older Blind Specialist to replace Rose Prescott, who recently retired, as well as a Blind Services Specialist to assist the program administratively. Dan is also working on developing a pre-ets program for the upcoming summer months for kids who are blind and visually impaired. Plans are for it to be a day long program of self-advocacy. Dan Frye will be asked to give an update to the SRC at the April meeting.

As there was no further business to discuss, a motion was made to adjourn the meeting at 3:00 pm.

The next meeting will be:

**April 23, 2020**

**1:00 – 3:00 pm**

**Room 100, 21 South Fruit Street**

**Concord, NH, 03301**