



STATE REHABILITATION COUNCIL

Iowa Vocational Rehabilitation Services, Department of Education
Announces the upcoming meeting of the State Rehabilitation Council

AGENDA

Tuesday, June 7, 2016

Knudsen Room
Jessie Parker Building
510 East 12th Street
Des Moines, Iowa 50319

9:30 a.m. – 10:25 a.m.	COMMITTEE MEETINGS	All
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10:30 a.m. – 11:00 a.m.	zSPACE PRESENTATION	All
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Presentation to take place in the **Starkweather** Conference room Pat Salstrand, zSpace

11:00 a.m. – Noon	GENERAL MEETING	
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|----------------------------------------------------------------------------|----------------------|------------------------------|
| 1. Call to Order, Establishment of Quorum (9) | Rosie Thierer, Chair | |
| 2. Approval of March 2016 Meeting Minutes | Rosie Thierer | |
| 3. Public Comment | | |
| 4. Standing Committee Volunteers | Rosie Thierer | attachment 1 |
| ◆ Informal selection of each committee Chair/Vice-Chairⁱ | | |
| 5. Recognition of Retiring Members | David Mitchell | |
| 6. Administrator's Report | David Mitchell | attachment 2 |
| 7. Financial Overview | Matthew Coulter | attachment 3 |

Noon – 12:45 p.m.	LUNCH – Guest Speaker Dr. Darlene Groomes	
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8. Dr. Groomes, of Oakland University, will discuss IVRS Program Evaluation and the SRC Consumer Satisfaction Survey

1:00 p.m.	GENERAL MEETING	
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|-------------------------------------------------------------------------|----------------------------|------------------------------|
| 9. Rehabilitation Services Report | Kenda Jochimsen | attachment 4 |
| 10. CAP Report | Page Eastin | attachment 5 |
| 11. Independent Living and Partner Contracts | Lee Ann Russo | |
| 12. Legal Update | Kelley Rice | attachment 6 |
| ◆ SRC Bylaws ad hoc committee appointment | Rosie Thierer | |
| 13. Nominating Committee – solicit volunteers, voteⁱⁱ | Rosie Thierer | |
| 14. Committee Reports | Designated Representatives | |
| ◆ Planning and Evaluation | | attachment 7 |
| ◆ Outreach | | |
| ◆ Financial | | |
| 15. 2017 SRC Meeting Dates | Rosie Thierer | |
| 16. Adjournment | Rosie Thierer | |

Any Council member unable to attend is asked to notify Kathleen Slater at 515.281.6731 or Kathleen.Slater@iowa.gov. Anyone needing an accommodation to participate in the meeting, or will be attending by phone, should notify Kathy at least 3 business days prior to the meeting so arrangements can be made.

Continued –

ⁱ From the SRC Bylaws:

ARTICLE VII - COMMITTEES

- (1) Council members shall volunteer to participate on standing committees at the summer meeting. Standing committees are:
 - (A) **Outreach Committee** is responsible for the legislative reception, position papers/talking points, facilitating statewide development of local office receptions and providing technical assistance in their development, success stories on the website/success booklets, addressing issues the Administrator is unable to address, recruitment of new members, and community education at the local level.
 - (B) **Planning and Evaluation Committee** is responsible for providing input and recommendations on the RSA required State Plan and yearly State Plan amendments, customer satisfaction survey, SRC Annual Report, and in reviewing and making recommendations regarding agency policy issues.
 - (C) **Finance Committee** is responsible for reviewing and communicating the implications of allocation decisions, the state-federal match process, the financial process of the Division, and educating legislators, policy makers, partners, and others on fiscal issues.
- (2) Ad hoc Committees:
Ad hoc committees are allowed for predetermined purposes and will be appointed by Council chairperson with terms that cannot exceed the Council chairperson's term.
- (3) Committee chairs and vice-chairs -- Each committee shall select their own chair and vice-chair.

ⁱⁱ From the SRC Bylaws:

ARTICLE IV - OFFICERS

Chairperson and Vice-Chairperson are elected by the Council from a slate of voting members presented by the Nominating Committee. The Council will approve the Nominating Committee at the meeting prior to the fall meeting. Terms of office are one year with a two-term limit. Elections for these offices are held at the winter meeting, and officers assume their duties at the spring meeting. Nominations for officers may be made from the floor at these elections.

The State Rehabilitation Council has three standing committees whose duties are spelled out below. Each SRC member is requested to indicate the committee on which they would like to serve.

SRC COMMITTEE ASSIGNMENTS – 2015-2016

OUTREACH	PLANNING & EVALUATION	FINANCE
<p>Kathy Joblinske, Chair Sherri Clark Jill Crosser Randy Davis Kathy Joblinske Lori Moore Renee Neppl</p>	<p>Vacant, Chair Nicole Cleveland Page Eastin James Smith Rosie Thierer</p>	<p>Vacant, Chair Joan Bindel Pam Fitzsimmons Deb Samson</p>
<p>MAY 1, 2016 UPDATE:</p> <ul style="list-style-type: none"> • <i>Unassigned: Brian Dennis, Gary McDermott</i> • Red denotes members retiring June 30. • All Chair/Vice Chair positions will be vacant. 		
<p>Kenda Jochimsen*</p>	<p>Lee Ann Russo*</p>	<p>Matt Coulter*</p>

* Staff representative

PLANNING AND EVALUATION COMMITTEE

DUTIES/OBJECTIVES/ACTIVITIES:

1. Review and provide input and recommendations on the RSA required State Plan and yearly State Plan amendments.
 - a. Conduct needs assessment as required by the State Plan.
 - b. Increase SRC involvement.
2. Develop and coordinate distribution of monthly client satisfaction survey.
 - a. Review and recommend changes based on the results of the client satisfaction survey.
 - b. Work on increasing customer satisfaction.
3. Analyze responses from monthly client satisfaction survey.
 - a. Review data, trends and baselines and make recommendations.
4. Complete SRC Annual Report to the Governor.
 - a. Increase SRC involvement.
5. Review proposals and make recommendations regarding Agency policy issues.
 - a. Review and become knowledgeable of Agency policy.
 - b. Increase SRC involvement.

OUTREACH COMMITTEE

DUTIES/OBJECTIVES/ACTIVITIES:

1. Create an informative legislative reception that produces support from legislators regarding IVRS services and initiatives.
 - a. Connect with the legislative scheduler to establish a date for the reception.
 - b. Determine level of involvement of IVRS management.
 - c. Develop protocol for the reception to disseminate information and maintain the identity of the reception as an SRC activity.
 - d. Develop information that tells the story of IVRS specific to local legislative districts.
2. Develop a position paper to be used in educating legislators and the public on the impact of IVRS on the Iowa Workforce needs.
 - a. Gather data on congressional districts that outlines IVRS outcomes related to:
 - i. Number employed;
 - ii. Hourly wages;
 - iii. Transition students and outcomes;
 - iv. Number in college.
 - b. Establish the relationship of the outcomes to the economic impact on Iowa's economy and workforce.
 - c. Provide success story that illustrates the impact of the data.
 - d. Champion businesses that have made a major impact in hiring individuals with disabilities.
 - e. Involve champion businesses in marketing and outreach activities.
3. Recruit new SRC members who can leverage public support in advocating for persons with disabilities.
 - a. Invite SHRM representation to be involved with the SRC as a means to meet their future workforce needs.
 - b. Dialogue with Chamber of Commerce representation to consider the impact individuals with disabilities could have upon the workforce.
 - c. Dialogue with colleges and universities about clients of IVRS being involved in legislative and SRC membership.

FINANCE COMMITTEE

DUTIES/OBJECTIVES/ACTIVITIES:

1. Review and communicate the implications of allocation decisions.
2. Understand and be able to communicate the state-federal match process.
3. Understand and be able to communicate the financial processes of IVRS.
 - a. Review financial information and present this information to other members of the SRC.
4. Educate legislators, policy makers, partners and others on fiscal issues.
 - a. Advocate for moving away from third party match.

Administrator's Report

June 2016

The SRC has played a significant role in the implementation of the IVRS Mission, Vision and service strategies during the past several years. Accomplishments with our Annual Report, October Disability Awareness Activities, Legislative Awareness and Education, Business Engagement webinars, satisfaction outreach, as well as business and partner engagement are just a few of the areas where the SRC leadership has been demonstrated.

A special thank you to Renee Nepl, Joan Bindel, Deb Samson and Kathy Joblinske who are all finishing their terms with the SRC. They each have made their presence felt in key ways on a regular basis and will be greatly missed. Thank you for all you have done!

The SRC hosted a successful legislative reception on March 23, 2016. We had a positive turnout with good conversation. We actually had a slight increase in the number of legislative visitors from last year and appreciate the work and planning that occurs to make this happen. We also had special guests from our Des Moines Project Search with a teacher, Employment Coach and a student sharing their stories regarding IVRS assistance.

The end of March brought increased visibility through comments made by the Governor and Lt. Governor highlighting Iowa's leadership as the 3rd best state in the nation for empowering individuals with disabilities through employment. IVRS was represented by two of our business partners for special recognition during this announcement. Thank you to Owner Revolution of Atlantic, Iowa, and Wells Fargo, Des Moines, for sharing their time and expertise. IVRS also participated and played key roles in a Future Ready Iowa Panel in Davenport and the Future Ready Iowa Summit in Des Moines.

On May 3, 2016, IVRS kicked off our Staff Recognition by having a brief ceremony in Des Moines, recognizing our employees who have attained benchmark years of service. I will be traveling to each area office over the summer and fall to share messaging with staff as well as highlight all of our employees who are celebrating special years of service.

The Council of State Administrators in Vocational Rehabilitation met in April and this provided an opportunity to meet and discuss federal partnerships with the Department of Labor's Office of Disability and Employment Policy. Iowa was specifically recognized for the work occurring in Employment First efforts. The Department of Labor has several advisory work committees who are in the final stages of making recommendations regarding Employment Service Practices and these recommendations will be followed and integrated into the agency's strategic planning. Other topics that had lengthy conversations included Pre-Employment Transition Services and Business Marketing. I also attended Directors Orientation/Training and brought back several ideas regarding staff engagement, use of social media and technology, staff leadership, and strategies to use additional technical assistance through the available federal centers.

IVRS had staff representation at the Iowa Association of Community Providers Annual Conference. Through Employment First leadership, we sponsored a training session with Doug Crandall on Person Centered Employment Supports for individuals with mental illness and the differences between customized employment strategies. Doug also met with DHS, Employment First and IVRS leadership to share information and discussions regarding the process Iowa is going through with ODEP's Vision Quest. This centers around the implementation of an Employment Services Guidebook and changes in Medicaid.

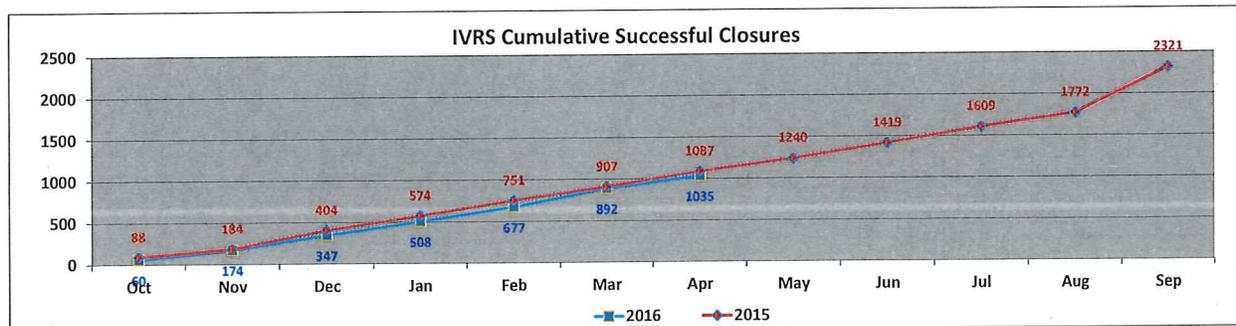
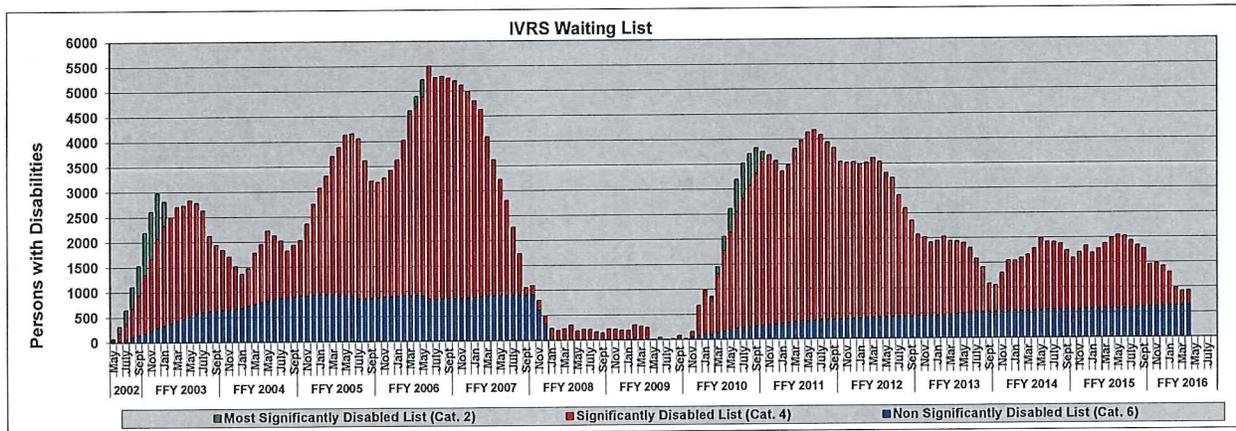
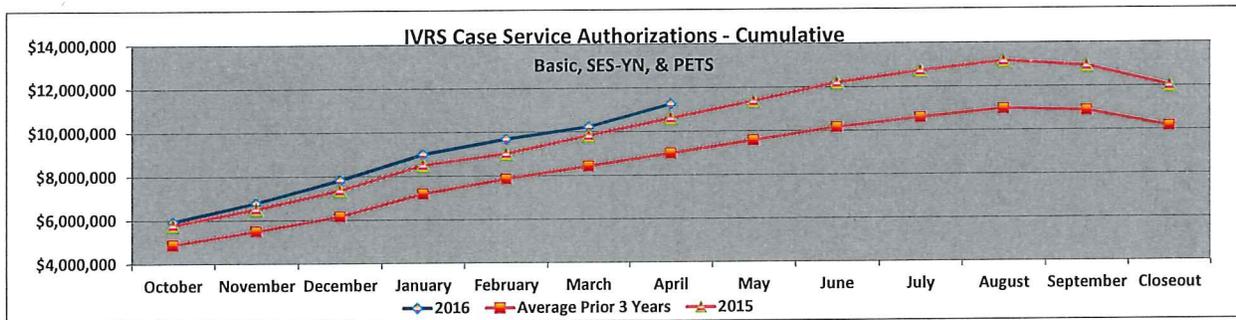
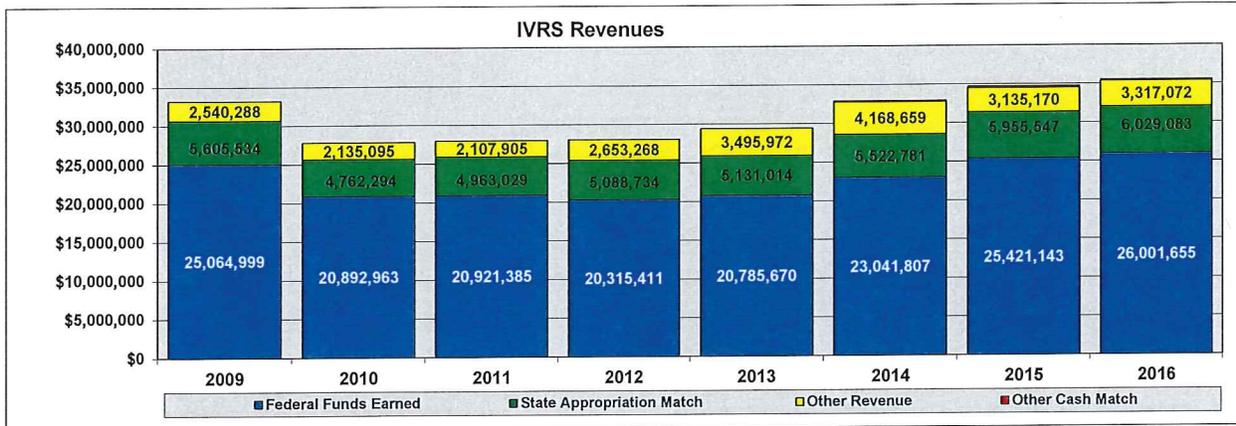
Conversations and work continue to be prioritized related to: Staff use of technology (smart phones, tablets, laptops), implementation of Pre-Employment Transition Services, Business Engagement, and Work-Based Learning strategies that help to further Progressive Employment.

Financial Overview

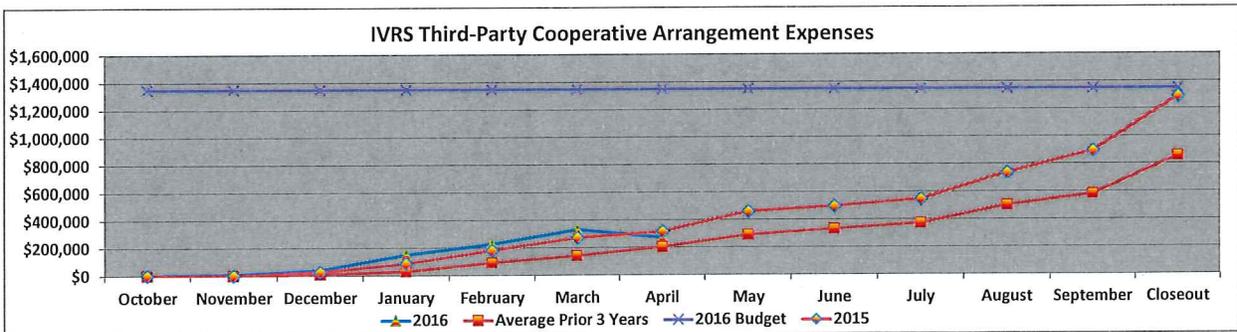
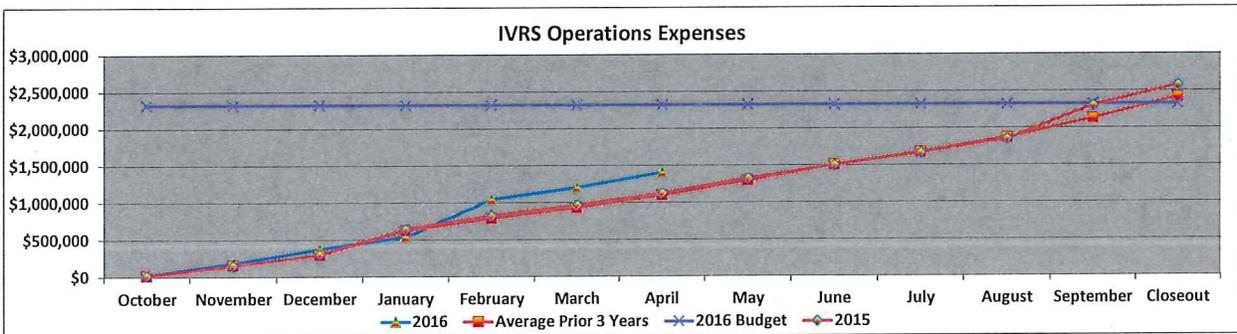
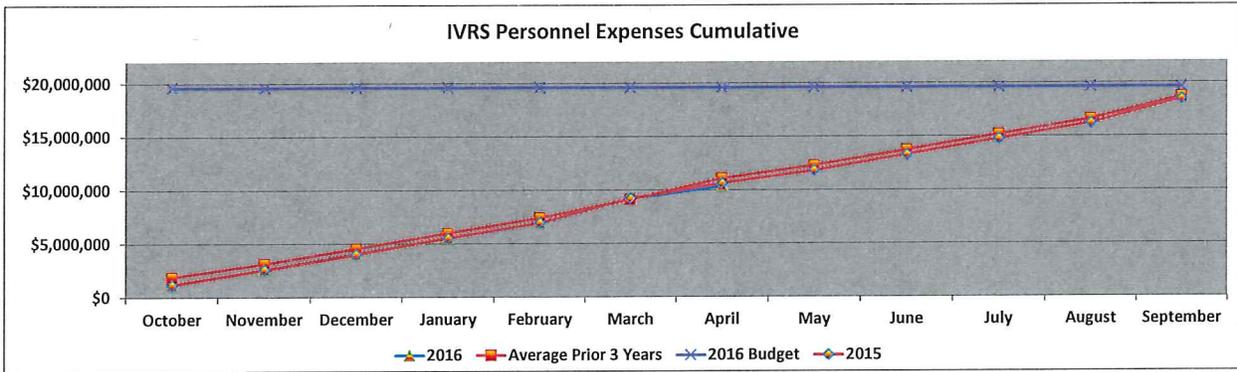
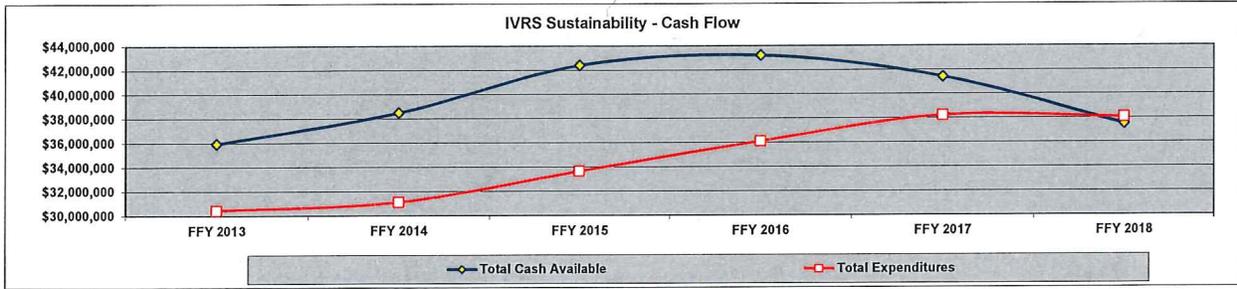
June 2016

- The financial position of Iowa Vocational Rehabilitation Services continues to be stable and predictable.
- The sustainability model shows positive cash flow and carry over amounts for 2016 through 2017, based on current information.
- Operating expenses, and Third Party Contract expenses continue to be within expected ranges.
- 2015 Pre-Employment Transition Services (PETS) expenses to date total about \$2,085,032 of the \$3,829,966 target. This equals about 54% of the target. Projections for additional PETS expenses before 9/30/2016 indicate that IVRS may not be able to expend about \$350,000 of the 2015 PETS carry forward funds.
- 2016 PETS expenses are about \$721,382 at this point. These expenses are being transferred to 2015. The 2016 target is \$3,823,388. Projections for PETS expenses between 10/1/2016 and 9/30/2017 indicate that IVRS should be able to expend all 2016 PETS funds.
- The total dollar amount authorized for all case services in 2016 is \$11,504,715 or 2% more than a year ago, April 30, 2015.
- The 2016 case service expense projection is \$12,744,914 at the end of April and this is basically unchanged from March.
- The number of 2016 cases with an authorization is 6,180 and is 4% less than a year ago, April 30, 2015.
- In April, 394 cases moved into active service status including 223 SD cases. During 2016 to date, 3,281 cases have moved into active status. This is 75 more than one year ago at this time, April 30, 2015.
- The active caseload (without the waiting lists) contained 12,617 cases on April 30. This is 10 more than March 31, 2016, and 100 more than a year ago.
- The total caseload contained 13,547 cases on April 30. This is 24 more than March 30, 2016, and 950 less than a year ago, April 30, 2015.
- The waiting list contained 290 SD and 640 OE for a total of 930; this is 14 more than March 30, 2016, and 1,050 less than a year ago.
- The 2016 Legislature adjourned April 29. Appropriations for state fiscal year 2017 will be the same as they were in 2016:
 - Vocational Rehabilitation Basic Support \$5,911,200
 - Independent Living \$89,128
 - Entrepreneurs with Disabilities \$145,535
 - Independent Living Centers \$90,294
 - Total \$6,236,157

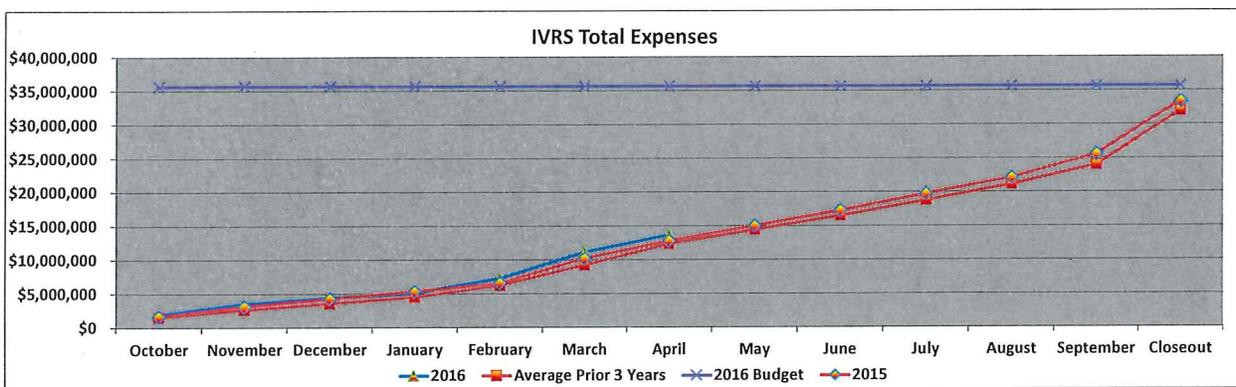
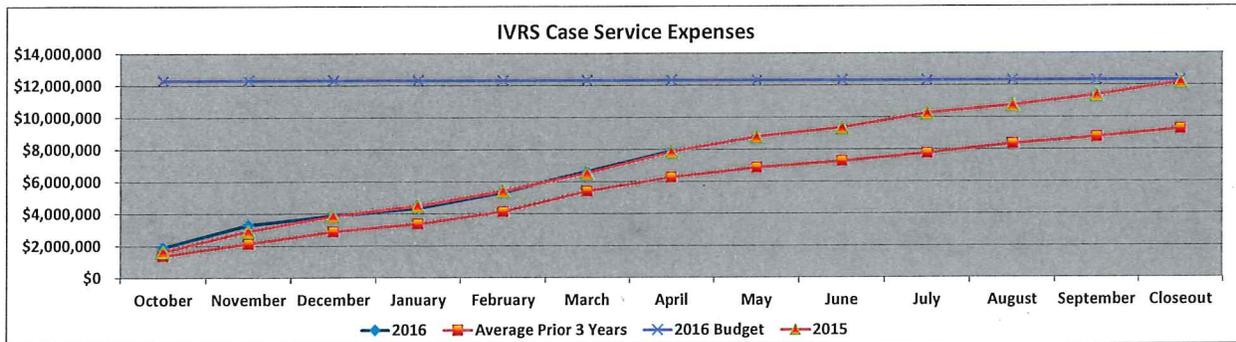
IVRS Financial Graphs



IVRS Financial Graphs, continued



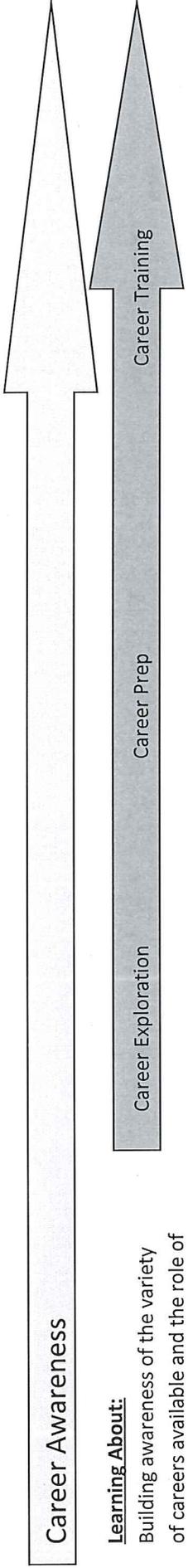
IVRS Financial Graphs, continued



Rehabilitation Services Update June 2016

1. **Special Initiatives Focused on Work-Based Learning:**
 - a. **zSpace** – virtual reality, augmented reality system to enhance work-based learning skills and connect with the local business community.
 - b. **Work Experience Coordinators** – identifying schools where IVRS will work with Local Education Agencies (LEAs) to hire work experience coordinators to provide work-based learning experiences to students with disabilities.
 - c. **Intermediary Network** – contracting with the intermediary network to develop an infrastructure of this network to serve students with disabilities.
 - d. **Summer Camps** – most of the area offices are planning summer events for students in transition to gain work skills, work exposure, etc. for better preparation toward post-secondary working, including:
 - i. Fort Dodge – career pathway camp coordinated with ICCC
 - ii. Sioux City – STEMs camp
 - iii. Mason City – Business Fair coordinated with businesses
 - iv. Burlington – transition summer events on work-based learning
 - v. Waterloo – TAP is planning an 8-day summer event to focus on transition
 - e. **Contracts** – we are expanding the number of TAPs and we have a number of Making the Grade contracts in place and moving forward.
2. **Supervisory Retreat June 2016** – will focus on the major areas of WIOA: Employment, Transition, and Integration with Workforce. The retreat will discuss the unified state plan and provide opportunities for local supervisors to “brag and steal” with/from each other on what their local plan says and how to implement strategies.
3. **Integration** – we are working with local IWD offices to ensure they understand the integration model we have in working to support the full workforce system.
4. **PETS** – working with local districts on providing services that expand students’ horizons related to competitive integrated work. We are working to reinforce with some schools the value IVRS provides to their district and how to work collaboratively together.
5. **Work-Based Learning to Employment** – RSB Management is working on a tool that staff will be able to use and reference. The continuum description is attached.

CONTINUUM OF SERVICES: WORK-BASED LEARNING - EMPLOYMENT



Career Awareness

Learning About:

Building awareness of the variety of careers available and the role of a postsecondary education/training; broaden job candidate options.

Sample JC Learning Outcome

JC articulates what was learned in the experiences as it pertains to work tasks the JC likes to do, the business culture, what training is necessary to perform in specific fields of interest.

Experience Defined by:

Designed primarily to broaden JC's awareness of a variety of careers and occupations.

Experiences might include:

- Workplace tour
- Guest speaker
- Career Fair
- Computer research on occupations
- Discussion on job options
- Discovery
- Assessments

Career Exploration

Learning About: Explore career options and post-secondary trainings for the purpose of motivating JCs and to inform their decision-making to create a meaningful course of study/Career Pathway.

Sample JC Learning Outcome

JC can identify at least two examples of how his/her skills, interests and abilities relate to the career field and/or occupations.

Experience Defined by:

Personalized to connect emerging JC interests; JC takes an active role in selecting and shaping experiences; experience career fields in depth; build skills necessary for in-depth work-based learning.

Experiences might include

- Informational interview
- Job Shadow
- Virtual exchange with partner
- Unpaid work experiences
- Career Counseling
- Accommodation & AT Assessment

Career Prep

Learning ABOUT: Apply learning through practical experiences to develop knowledge and skills necessary for success in careers and post-secondary education/training.

Sample JC Learning Outcome

JC applies prior learning and builds effective collaborative working relationships with colleagues and customers; able to work with diverse teams; contributes to the team effort.

Experience Defined by:

Application of transferable skills to a variety of careers; performance has consequences and value in the world of work.

Experiences might include

- Stipend supported OJT
- Work Adjustment/Work Readiness
- Virtual enterprise or extended online interactions
- Career Counseling
- Disability management, AT
- Employability skills
- Self-advocacy

Career Training

Learning About: Train for employment and participate in post-secondary education/training in a specific career pathway.

Sample JC Learning Outcome

JC demonstrates knowledge, skills and abilities specific to employment in a range of career fields.

Experience Defined by:

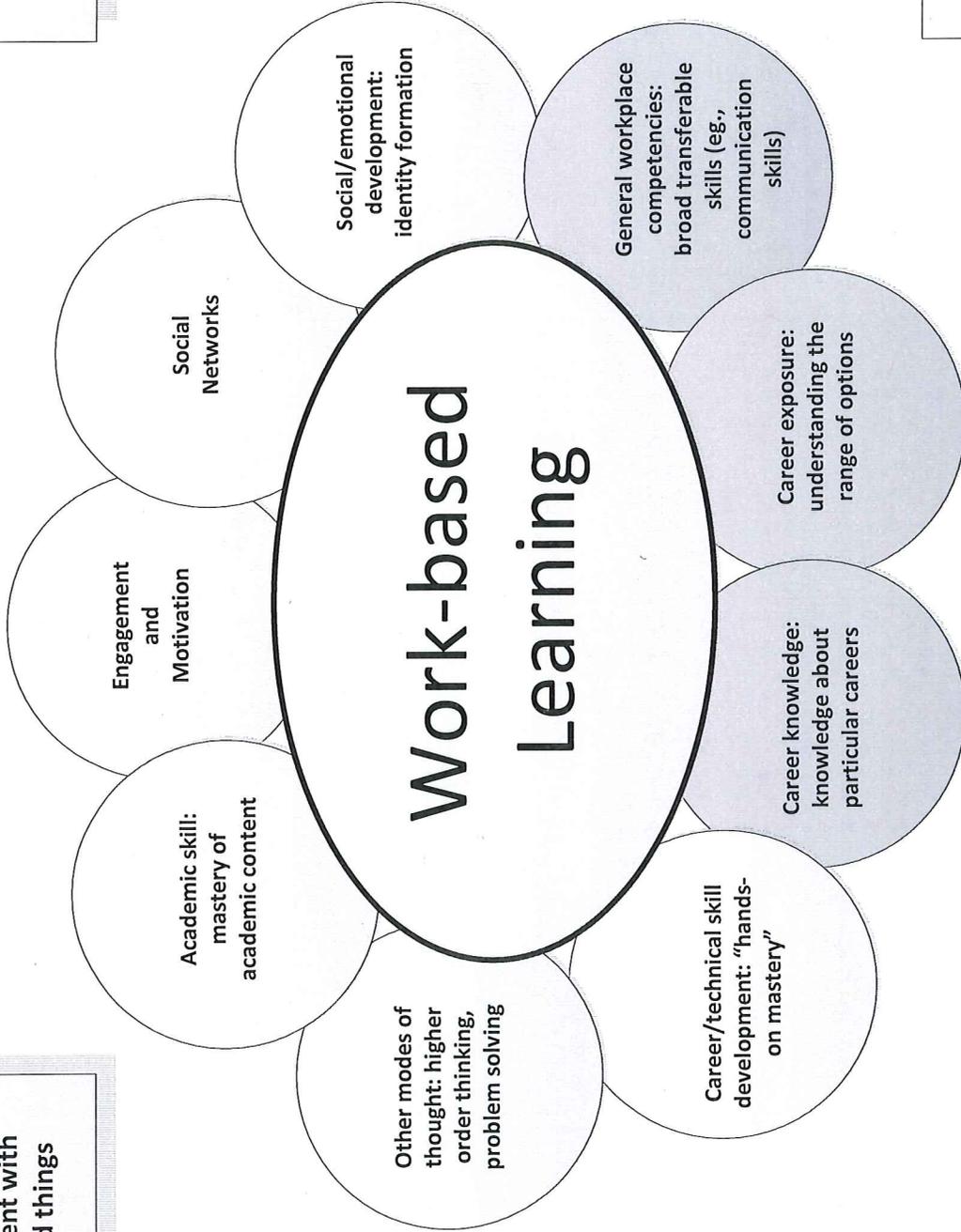
Develop mastery of occupational specific skills; complete certifications and credentials or other requirements specific to the occupation of choice.

Experiences might include

- College training
- Certificate and computer skills training
- Apprenticeship
- Clinical experience
- OJT
- Supported Employment
- STEM
- Occupational skills training

Cognitive
Developing through
engagement with
ideas and things

Social/Emotional
Developing through
engagement with
people and self



Career Development:
Learning through
engagement with
work processes
and places

**State Rehabilitation Council - CAP Report
FFY 16
June 7, 2016**

**Demographics of CAP clients who are also IVRS job candidates/applicants for
FFY16 (10/1/15-9/30/16)**

- Total Number of Individuals: 22
- Number of FFY 15 cases still active as of 05/26/2016: 12

a. Race:

1. Hispanic-1
2. American Indian - 0
3. Asian - 0
4. African-American - 2
5. Native Hawaiian/Pacific Islander- 0
6. White - 19
7. Two or more races- 0

b. Age

1. Up to 18 - 1
2. 19-24 - 5
3. 25-40 - 4
4. 41-64 - 12
5. 65+ - 0

c. Area Office

1. Burlington - 0
2. Cedar Rapids - 3
3. Council Bluffs - 1
4. Davenport - 2
5. Dubuque - 2
6. Fort Dodge - 1
7. Iowa City - 1
8. Mason City - 0
9. North Central - 2
10. Ottumwa - 0
11. Sioux City - 0
12. Waterloo - 5
13. West Central - 5

d. Nature of Case

1. Conflict of Services (Timeliness, Purchase of Services/Equipment) - 6
2. Application/Eligibility/IPE Development - 6
3. ISE - 2
4. Tuition/Training Related - 5
5. Counselor Complaint/Miscommunication -1
6. ADA Title 1- 2

ADA Accessibility Update

Page Eastin and Jeff Haight met with Dave Mitchell regarding the ADA Transition Plan. Jeff is working with area supervisors who will contact the landlords and request that the areas of non-compliance be resolved. The plan contains timeframes based on priority as suggested in the guidance put out by the Dept. of Justice.

Informational Videos

Dave had a great idea to create informational videos featuring job candidates, parents, and counselors. The job candidates will be speaking about their experiences receiving services and in a separate video, parents will talk about their experiences navigating services, questions they wish they'd asked, fears they had, etc. The videos will be available on the IVRS website. The counselor video will just be shared with staff and features a counselor sharing a best practice.

Section 511

CAP, Disability Rights Iowa, Dept. for the Blind, and IVRS are partnering to provide outreach to individuals earning subminimum wage as required by Section 511 of the Rehabilitation Act. Phase I of the plan proposes that staff begin conversations with consumers about the benefits of competitive integrated employment. Section 511 goes into effect July 22, 2016. Among other things, Section 511 requires VR agencies to provide outreach to individuals working at subminimum wage level.

Legislative Update

State Rehabilitation Council Meeting June 7, 2016

The second session of the 86th General Assembly convened on January 11, 2016. Pursuant to the Iowa Code, our legislature meets this year for 100 days. On April 19, 2016, the Legislature adjourned for the session.

The Iowa Legislature has a very user-friendly website. The link is: <https://www.legis.iowa.gov>. Among other things, you can find the text of bills pending in either chamber of the legislature, their status in the legislative process, when a particular bill will be debated in a committee or in the Senate or House, and whether the Governor has signed a bill.

Following is a list of legislation we have followed this session. Most of the bills we were following died in session. Bills of interest to IVRS, SRC, and our job candidates include the following:

Bills Still Alive this Session

HF 588 – Eliminating nonexpiring disabled parking placards and making all placards expire every five years. **(Signed by Governor 4.6.16)**

SSB 3011 – Relating to public disclosure of the receipt of certain gifts, bequests, and honoraria by a state employee or agency. **(Dead)**

HSB 544 – Broadens the definition of “disability” for purposes of obtaining a disabled veteran exemption from paying motor vehicle registration fees. **(Dead)**

SSB 3084 – Requiring Iowa Workforce Development to establish a clearinghouse for the purpose of providing information on Iowa’s Veterans Preference law. **(Dead)**

HSB 580 – Requiring Iowa Workforce Development to establish a clearinghouse for the purposes of Iowa’s Veteran Preference Law. **(Dead)**

S.F. 2110 – Relating to an individual obtaining and reviewing her/his own criminal history data. **(Signed by Governor 4.6.16)**

SSB 3095 – Permitting the Iowa Economic Development Authority to provide additional tax incentives to businesses using apprenticeship training program contractors. **(Dead)**

H.F. 2203 – Establishing an Iowa Employment and Education Rides Initiative to provide funding for Iowans seeking employment and education. **(Dead)**

S.F. 2143 – Regarding reporting and public disclosure of the receipt of certain gifts, bequests, and honoraria. **(Dead)**

S.F. 2144 – Relating to the disclosure of mental health information for the purpose of care coordination. **(Signed by Governor 4.6.16)**

H.F. 2228 – Permitting the Economic Development Authority to provide additional tax incentives to businesses using apprenticeship training program contractors. (Dead)

HSB 620 – Relating to academic and career guidance and technical education courses, curriculum, and programs that involve students learning at a workplace. (Dead)

S.F. 2169 – Requiring Iowa Workforce Development to establish a clearinghouse for providing information about Iowa’s veteran preference law. (Dead)

H.F. 2274 – Allowing use of a driver’s instruction permit as proof that a child is 14 years or older for purposes of obtaining a child labor permit. (Signed by Governor 4.21.16)

S.F. 2179 – Regarding the High Quality Jobs Program by making additional tax incentives for businesses that utilize apprenticeship programs. (Dead)

S.F. 2244 – Providing that an irrevocable trust may apply for a persons with disabilities parking permit. (Dead)

H.F. 2364 – Amending Iowa’s Open Meetings Law regarding public notice and accessibility of meetings. (Signed by Governor 3.23.16)

H.F. 2392 – Regarding academic and career guidance, technical education courses, curriculum, and programs that involve students learning at a workplace. (Sent to Governor 5.4.16)

S.F. 2254 – Creating a new Code section requiring certain group health insurance policies to provide coverage for the screening, diagnosis, and treatment of autism spectrum disorders. (Dead)

H.F. 2415 – Requiring Iowa Workforce Development, in coordination with the Department of Administrative Services, to establish a clearinghouse for providing information vis-à-vis the veterans’ preference law. (Signed by Governor 4.13.16)