

SRC December 2015 Quarterly Minutes

Dec 2, 2015

In Attendance Day One

Shain Anderson, Michelle Barlow, Holley Boots, Debora Brown-Johnson, LaWanda Cook, Paul Czech, Greg Danis, Pat Dowse, Helene Fallon, Alan Gallagher, Michael Irwin, Martha Jackson, Robert Linton, Jennifer Machucki, Joann Marshall, Dennis Martinez, Liam McNabb, Erica Molina, Michael Peluso, Roger Purdy, Lourdes Rivera-Putz, Tonya Robinson-Mayer, Lourdes Rosa-Carrasquillo, Lisa Rosano-Kaczkowski, Fredda Rosen, Beatrice Schmidt, Bill Schultz, Michael Sherman, Elizabeth Skender, Kevin G. Smith, Anne Sternbach, and (on phone) Craig Wolfson, Julie Hovey, Sophie McDermott, and presenter, Daniel Paris.

What	Outcomes
<p><i>Call To Order & Welcome</i></p> <ul style="list-style-type: none"> • <i>Member Introductions</i> • <i>Review & Approve September Minutes</i> • <i>Review Action Items</i> • <i>Public Comment</i> 	<p>Michael Irwin, SRC Chair</p> <p>Meeting called to order and members welcomed. The council did a go-around for introductions. Michael I. noted that the location of the March 2016 meeting will be held at the Hilton Garden Inn, Troy, NY.</p> <p><u>September minutes</u>: Discussion: Shain Anderson asks a question about the question marks (?) that appear on page with a request to eliminate. Edits will be made.</p> <p>Motion to approve - Bill Shultz, Seconded - Martha Jackson. Vote - Minutes passed</p> <p><u>Public Comments</u> – None</p> <p>Comment - Lourdes Rosa-Carrasquillo reminded the Council you do not need to be present to provide public comment. You may also call in if you cannot make the meeting in person.</p>
<ul style="list-style-type: none"> • <i>DOL Apprenticeship Presentation</i> 	<p>Daniel Paris, Workforce Programs Specialist, Department of Labor (DOL) – although unable to attend in person, Daniel presented a PowerPoint by phone on securing Apprenticeships, aided by Alan Gallagher, the DOL representative on the Council.</p> <p>The PPT gave an overview of the program including; Employer Requirements, Qualifications for Potential Apprenticeships, Skill Attainment and Training, and much more.</p> <p>Daniel noted the apprenticeship is a job already. Most stay on after the apprenticeship is completed and they vary from 2-5 years. Many apprenticeships are in the construction trades and there is an outreach effort to include women. Most of the union apprenticeships are well above minimum wage and follow prevailing wage and the wages are very competitive. The Apprenticeship Program is overseen by an apprenticeship Council.</p> <p><u>Q & A</u></p> <p>Question - Is the credential a state credential or a national credential. Answer: It is both.</p> <p>Q: What is the standard for the personnel and staff providing the training?</p> <p>A: They must be certified themselves. They have oversight by the New York State Education Department (NYSED) and they approve the classes.</p> <p>Q: Is the website available in different languages? Screen reading?</p> <p>A: I don't believe it is but we will check into it.</p> <p>Q: Who pays the salary? A: The employer or if it's union, the signatory contractor.</p> <p>Q: Do you have a conversation with employers about the federal regulation about having 7% of their hires</p>

	<p>need to be people with disabilities.</p> <p>A: The employers are aware of their obligations.</p> <p>Q: What constitutes an apprenticeship able trade?</p> <p>A: If a company is interested in providing an apprenticeship, they would work with an occupational analyst to determine if it could be considered for apprenticeships.</p> <p>Q: What is the % age of people w/disabilities that you have in apprenticeships?</p> <p>A: We do not track that data.</p> <p>Q: Would DOL collaborate with agencies that work with different groups of people. There is a program already at New Horizons. http://www.newhorizons.com/</p> <p>Q: Is there a way to sort for non-construction apprenticeships?</p> <p>A: You can search by trade in the search box on the website.</p> <p><u>Closing comments:</u> It was noted by a Council member that there have been many changes with high school commencement credentials and a request was made that DOL provide some training to employers that require high school diplomas about those new credentials that would open the door for more apprenticeship opportunities. Daniel Paris was thanked by the Council for the informative presentation.</p>
<p><i>Executive Committee Report</i></p> <ul style="list-style-type: none"> • <i>Annual Report</i> • <i>Membership Update</i> • <i>Council Election</i> 	<p>Michael Irwin, SRC Chair, announced plans for a possible joint meeting between our (ACCES-VR) SRC and the Commission for the Blind SRC. Committee chairs were directed to discuss in committee meetings and share ideas and discussion points for this joint meeting. An initial meeting will take place in early 2016 between the chairs of both councils to open the dialogue.</p> <p><u>Annual Report</u> An initial review of the final draft copy was done and everyone agreed the report was close to finishing. The “Message From the Chair” written by Michael I. was well received. The Workforce Development Committee was commended for their work during the past year. All committees will look this report over in their meetings and recommend final edits before completion and forwarding the report to RSA.</p> <p><u>Membership</u> LaWanda Cook, SRC Vice Chair Two new members will begin in January 2016 and receive a new member orientation at the March 2016 quarterly meeting. Lois Tannenbaum has resigned from the SRC due to new responsibilities with a Brain Injury Center she is opening. Her departure leaves another opening on the Council.</p> <p><u>Council Election</u> A call for nominations went out to elect a 2016 Chair and two Co-Vice Chairs for the Council. Nominations were accepted and the election will take place on day two of the meeting. What if</p>

<i>CAP (Client Assistance Program) Update</i>	SRC member Erica Molina, Esq., CAP Director is working on the CAP annual report. She reported there has been some staff turnover and a CAP advocate from Brooklyn was hired at CUNY LEADS. Another advocate opening was in Albany and both positions have been filled. A question was raised whether CAP would consider hiring interns? Erica replied this may be a possibility.
<i>Committee Meetings</i>	Standing committee meetings were convened with committee reports due on day two of meeting.
<i>Meeting Adjourned</i>	

SRC December 2015 Quarterly Minutes

Dec 3, 2015

In Attendance Day Two

Shain Anderson, Holley Boots, LaWanda Cook, Paul Czech, Greg Danis, Pat Dowse, Alan Gallagher, Julie Hovey, Michael Irwin, Martha Jackson, Robert Linton, Jennifer Machucki, Joann Marshall, Dennis Martinez, Liam McNabb, Patricia Mazzariello, Erica Molina, Michael Peluso, Roger Purdy, Lourdes Rivera-Putz, Tonya Robinson-Mayer, Lourdes Rosa-Carrasquillo, Lisa Rosano-Kaczowski, Beatrice Schmidt, Bill Schultz, Michael Sherman, Andy Sink (guest), Elizabeth Skender, (on phone) Craig Wolfson, Sophie McDermott and presenters Brian Alvarado, Maricela Brea, Arnold Dorin, Maria Hamadama, Amanda Gayle.

What	Outcomes
<i>Call To Order</i>	Michael Irwin, SRC Chair Meeting called to order and members welcomed.
<i>ACCES & ACCES-VR Updates, Reports & Dialogue</i> <ul style="list-style-type: none"> • <i>WIOA - Combined State Plan</i> • <i>Strategic Planning Implementation</i> • <i>Core Rehabilitation Services (CRS) Update</i> 	Kevin Smith, ACCES Deputy Commissioner Debora Brown-Johnson, ACCES Assistant Commissioner <u>WIOA – Combined State Plan</u> Kevin discussed WIOA and noted that the draft has been posted and is available for public comment. DOL is setting up the website for this. SRC members should review Title 1, which is the basic guide to the plan. Title 4 centers on Vocational Rehabilitation and Education. Final Regulations will be out in Spring of 2016.

- *SRC Recommendations Follow Up*

Strategic Planning

Marketing of ACCES-VR has begun with advertisements placed on public transportation in NYC. Kevin indicated that special phone number has been established associated with the ads.

Debora stated that staff hiring and backfills for retirees and other staff openings is underway. However, the agency will not have the staffing levels of the past. ACCES-VR needs to change how we work within the offices to meet the needs of consumers. She noted the outcomes from 2014-15 and stated that ACCES-VR has exceeded all goals except in the area of case closures. A question was raised as to why the numbers in this area was so low. It was pointed out that provider rates might have played a role in placement options and also that Youth outcomes take longer to achieve.

SRC Recommendations

Debora responded to SRC recommendations from the previous meeting by concurring with the PPC's recommendation to keep the SRC informed about MOUs prior to their finalization and the recommendation that new members will be clearly informed that their role is advisory to ACCES VR and SED. It is Debora's understanding that the latter takes place when the Membership Committee selects and interviews new candidates for Council membership.

With regard to the recommendation that ACCES VR develop a set of matrix to facilitate a high level evaluation, Debora asked for additional clarification given that the SRC receives data relative to our federal performance standards and each December we provide the SRC with a wide range of data we consider each year in evaluating whether ACCES VR should enter into an order of selection. Is there something more beyond what we are currently providing in connection with the recommendation?

In the interest of time, Michael Peluso was asked to work with the QAI Committee to clarify if the recommendation is calling for additional data beyond the reporting Debora has highlighted.

Debora went on to stress that ACCES VR is a data-driven organization and the strategic planning process stressed the need for ACCES VR to develop our data collection capacity. With several new position in the Data Unit filled recently, we are making important progress toward a clear understanding of what is going on, and access to accurate data to inform operational changes that lead to improved services and outcomes.

Michael Irwin closed out the discussion.

<p><i>New York City Youth Summer Internship Pilot</i></p> <ul style="list-style-type: none"> • <i>ACCES-VR, Fedcap, & AHRC</i> 	<p><u>Presenters</u> From ACCES-VR - Arnold Dorin, Brian Alvarado, and Maria Hamadama. From Fedcap - Maricela Brea, and from AHRC New York City - Amanda Gayle. The panel discussed Youth services and how it is being combined with internships to assist young adults in developing realistic employment outcomes. They reviewed the collaborative efforts of schools, ACCES-VR's Transition and Youth Services Statewide Team, and vendors to assist in the planning process. A PowerPoint was presented and group discussions took place in breakout sessions following the presentation.</p>
<p><i>SRC Business</i></p> <ul style="list-style-type: none"> • <i>Old Business</i> • <i>Committee Reports</i> • <i>New recommendations</i> • <i>Other Business</i> 	<p>Michael Irwin, SRC Chair & Full Council</p> <p><u>Old Business</u> Combined State Plan: Lourdes R-C asked if the Council wants to put in comments as a whole on the State Plan. Mike I responded that the Council needs the link for the combined State Plan. After that comments should be sent back to Lourdes R for forwarding to Michael P. Pragmatic Speech Therapy: Lourdes R-C revisited subject and requested feedback from the work group that was put together by ACCES-VR. Also wants an update on this from Kevin Smith, Debora Brown-Johnson or Lisa Van Ryn at next meeting.</p> <p><u>Committee Reports</u> Workforce Development Committee (WDC): Bill S discussed business engagement and noted that two workshops were previously held at a Business Relations Unit Meeting with members of WDC, and a workshop was held to review adult middle school data received from ACCES-VR for 2014 closure data. Martha J discussed a meeting with the Marriott Corporation to develop apprenticeships for people with disabilities in the area of hospitality and other hotel services. They are also looking to meet with the Hyatt Hotels. Major obstacles to hiring people with disabilities in the hospitality sector are the unions. All positions would be based on the needs of the Hotels. Martha also reached out to the New York State Commission for the Blind (NYSCB) and Arnie Dorin of ACCES-VR for OJT sponsorship and possible internships.</p> <p>Transition Committee: Tonya R noted their committee had 14 different program areas and will keep all of the recommendations from last year. They are not offering any new ones.</p>

Quality Assurance & Improvement Committee (QAI):

Erica M stated that the language used in one of the success stories for the Annual Report was inappropriate from the VRC. Dennis M explained that all information was vetted with the consumer first, all prior to submission. Erica M also noted that her name was incorrectly spelled in the report – a correction will be made.

4.2 Recommendations

ACCES-VR makes it a goal to increase the current 2014 ACCES-VR employment outcome rate of 58.6 by 5% over the course of four years (1.25% / year).

- Year 1 target: 59.3
- Year 2 target: 60.0
- Year 3 target: 60.8
- Year 4 target: 61.6

Motion - Erica M; Seconded - Shain A

Vote: Yea – 18 Nay- 0 Abstain – 0

Recommendation **Approved**

ACCES-VR makes it a goal to increase the current average 2014 ACCES-VR employment outcomes per ACCES-VR Counselor by 5% in year 4.

Motion – Erica M; Seconded –Lourdes R-C

Vote: Yea - 4 Nay - 12 Abstained - 2

Recommendation **Not Approved**

ACCES-VR evaluate upstate and downstate wages, as defined by ACCES-VR, separately while working to improve earnings of individuals with disabilities who exit the VR program with an employment outcome and report separately in the annual report.

Motion – Erica M; Seconded – LaWanda C

Vote: Yea - 14 Nay - 0 Abstain – 4

Recommendation **Approved**

ACCES-VR makes it a goal to increase the current 2014 ACCES-VR average wage of \$10.92 per hour by 3% per year over the course of 4 years.

- Year 1 target: \$11.25
- Year 2 target: \$11.59
- Year 3 target: \$11.94

• Year 4 target: \$12.30
Motion - Erica M; Seconded – Lourdes R-C
Vote: Yea -14 Nay - 0 Abstain – 4
Recommendation **Approved**

ACCES-VR build into future consumer satisfaction surveys questions inquiring about consumer satisfaction with provider services specifically.

Motion – Erica M; Seconded - Shain A
Vote: Yea - 17 Nay - 0 Abstain – 1
Recommendation **Approved**

ACCES-VR sends letters to consumers at status 22 to advise on pending case closure and remind consumer that ACCES-VR is available to help with any disability related employment concerns.

Motion – Erica M; Seconded – Helene F
Vote: Yea - 1 Nay - 11 Abstain – 3
Recommendation **Not Approved**

Other Business

Council was reminded of the date and location of the next quarterly meeting in March 2016.

Meeting Adjourned – Next Meeting on March 1-2, 2016 at the Hilton Garden Inn, 235 Hoosick St., Troy, NY 12180