



MASSACHUSETTS REHABILITATION COMMISSION
STATEWIDE REHABILITATION COUNCIL

Chairperson
Dawn Clark

Vice Chairperson

Secretary

Members at Large
Steve Aalto

State Plan Committee

600 Washington Street Boston MA, 20111

January 31, 2019

1:00 P.M. to 3:00 P.M.

Meeting Minutes

Call to Order/Introductions

Present: Dawn Clark (SRC), Nikunz Shah (Student), Mathew Bander (SRC) Chiarina Williams (Student), Rich Colantonio (SRC), Joe Bellil (SRC), Graham Porell (MRC)

Remotely: Inez Canada (MOD), Ellie Starr (SRC)

Approval of Meeting Minutes

- Rich Colantonio Make a motion to accept the minutes as written
- Dawn Clark seconded the motion
- All members in favor

Old Business:

Annual Report Recommendations TimeLine:

The State Plan Committee made adjustments to the assigned committees to best meet the timeline.

Objective	Date	Time
The State Plan and Interagency Relations Committee will meet to discuss the final timeline and the support requested from MRC.	12/4/18	
The MRC will provide the SRC with a list of priorities for the SRC. This communication will also include a submission link for members to use to submit recommendations on the MRC priorities.	1/31/19	
MRC will send out the communication to the SRC with active submission link.	2/8/2019	
MRC will send a one month reminder for recommendations to be submitted via online form.	2/15/19	
MRC will send a one week reminder for recommendations to be submitted via online form.	2/28/19	
State Plan and Interagency Relations Committee request all recommendations to be submitted by end of day.	3/22/19	

State Plan and Interagency Relations Committee will meet to review and prioritize all recommendations.	3/29/19	
State Plan and Interagency Relations Committee will send completed, prioritized recommendations to the Executive Committee for review.	3/28/19	
State Plan and Interagency Relations Committee will review the recommendations provided to the SRC Full Council and obtain feedback.	3/29/19	
SRC will forward updated recommendations to the MRC for response.	6/27/19	
MRC will provide a written response to recommendations and provided to the SRC for review and feedback.	5/15/19	
MRC will provide the SRC with a draft document containing the annual report, recommendations, and responses.	4/4/19	
The SRC is requested to submit any updates and changes to the Fiscal Year 2018 Annual Report no later than end of day.	10/15/2019	
MRC will submit the final version of the SRC's Annual Report to the Rehabilitation Services Administration by end of day and e/mail to the entire council.	11/1/2019	

The goal of the State Plan Committee is to submit to the have recommendations to MRC and responses to be approved for the 2020 Annual Report.

A link will be development in order for people to electrically submit recommendations to the MRC.

Annual Report:

Descriptions of each committee will be submitted in detail on what each one stands for

Updates on progress of the committees work

Committee Reports:

Reports from each committee on how they have addressed the recommendations made to the MRC

Recommendation 1: 'Gig Economy' jobs grow across our Commonwealth, the MA State Rehabilitation Council (SRC) recommends that the MA Rehabilitation Commission create a career pathway and provide support for MRC clients to enter these types of businesses. The gig economy is defined as a labor market characterized by the prevalence of short-term contracts or freelance work as opposed to permanent jobs. One of the steps that could be taken to provide information to consumers about this type of work is by updating and marketing the "Self-Employment Guide" that was created as a recommendation from the SRC to include this information. The SRC would also like to see trainings or literature distributed to the vocational rehabilitation division on types of jobs that fall into the 'gig' economy category.

- The Business and Employment Opportunity Committee has not met since February 7, 2018 to have a report-Tabled

Recommendation 2: Increase consumer awareness of transportation options and explore other options for consumer transportation. This includes looking at innovative approaches to using ride share programs such as Uber and Lyft for transportation of consumers. We also recommend MRC develop partnerships with the State and Federal Departments of Transportation. The council also feels that this partnership with the ride share programs could additionally provide employment options for consumers who are looking to find employment with flexible time requirements. This could include education on being self-employed; accessing an eligible vehicle; obtaining the proper assistive technology for the job functions; helping a client start a wheelchair accessible ride sharing entity, etc. This year's Needs Assessment demonstrates that transportation remains a significant need for many MRC consumers. MRC should refine and update its transportation fact sheets on MRC's website and incorporate these into training's and informational materials. Development of other informational materials and training should be considered to assist consumers in learning about other available resources including local Councils on Aging and the EOHHS Human Service Transportation (HST) Office. In addition, MRC should research collaboration with MassRides, the Massachusetts Department of Transportation, Career Centers, the HST office and other organizations on projects or programs that might be able to assist consumers with transportation, given that transportation is a systemic issue requiring collaboration on multiple levels.

- The transportation and unserved/underserved assignments have been reassigned to the Statewide Comprehensive Needs Committee
 1. MRC has worked with the Regional Transportation Authorities to offer reduced fares rates with proof MRC eligibility.
 2. The Good News Garage has received funding to extend the program

Recommendation 3: Continue to promote on-the-job training and job driven training's to increase employment opportunities for individuals with disabilities: MRC has demonstrated over the past several years that On-The-Job Training (OJT) and Job Driven Training's, are important and effective tools for training and employing consumers in competitive jobs in many industries and occupations. These are also effective tools to assist in eliminating stigma against consumers with disabilities by demonstrating the abilities and skills of individuals with disabilities directly to employers in their workplace. OJT and Job Driven Training's were identified as important services by 70% of consumers in the Needs Assessment survey and counselors have also identified the need for additional OJTs and Job-Driven Training's. MRC should also continue to evaluate the outcomes of its Job Driven Training programs with CVS Health, Advance Auto Parts, and other employer partners. MRC should continue to build off of these collaboration as a model to use with other companies to establish similar programs with the goal of increased employment outcomes for consumers and as a way to market the skills and abilities of individuals with disabilities to the private sector and to meet employer needs. MRC should also begin to look at trainings within the

bio-tech industry in the state of MA, as this is an increasing field for potential jobs within MA. According to the Massachusetts Biotechnology Education foundation, an increase of 6.1% in open jobs in the bio-technology industry. As many additional consumers are receiving higher degrees, a connection should be made to assist consumers with finding jobs in these area.

- MRC continues there partnership with CVS and Home depot to provide On the Job (OJT) training to MRC consumers. Verizon wireless has recently shown interest in forming a partnership with MRC to offer similar OJT trainings.

Recommendation 4: Additional focus should be made to connect and refer the underserved populations of MA, with specific efforts put towards Asian communities. Over the past Comprehensive Needs Assessment Surveys of MRC consumers, the data has shown a need for outreach to the Asian Population. The SRC would like the MRC to plan and achieve a 3% increase in the number of Asian consumer referrals.

- An outreach to the Asian and Cambodian Community took place in Lowell in August 11, 2018 to learn how MRC can meet their needs while seeking services. The Department of Mental Health (DMH) and the Developmentally Delayed Services (DDS) agencies plan on holding similar outreaches in Braintree and Downtown Boston.

Recommendation 5: MRC should create a partnership with other New England states' State Rehabilitation Councils to gather new ideas surrounding the vocational rehabilitation programs and share best practices for the council and employment opportunities that could be used by other states. This recommendation also includes the MRC providing support for the MA SRC becoming a participating member in the National Coalition of State Rehabilitation Councils.

- The Business and Employment Opportunity Committee has not met since February 7, 2018 to have a report-Tabled

Recommendation 6: The SRC/ MRC to develop a document (To include Braille, Video, Audio, etc. as needed), on how to use the College Disability Services Programs for use by VR Consumers that are or will be attending College. This could include a handout that is given to anyone attending colleges on what is expected from the MRC and what the Disability Services Programs at colleges offer and requiring all counselors to provide general information about the disability services office for consumers who are attending any college programs.

- Tabled

Recommendation 7: The SRC would like the MRC to make an internal VR Peer Mentoring program, where another VR Consumer who has had positive employment and/or educational outcomes, and mentors other MRC Consumers and provide the resources, a helping hand,

support, encouragement and information to new or existing VR Consumers. This would include, but not limited to, MRC developing a training program for VR Peer Mentors.

- Tabled

Recommendation 8: It has been a year since The Commonwealth of MA passed an 'employment bill' that requires the Supplier Diversity Office (SDO) to consult with the MA Office on Disability (MOD) to establish goals for participation of individuals with disabilities in all areas of state procurement contracting. There have been no goals published by the MOD. The MA State Rehabilitation Council (SRC) recommends that the MA Rehabilitation Commission no longer just wait for goals to be published, but to take a proactive approach and offer to assist MOD and SDO with this process. This could be a wonderful opportunity to engage MRC clients and counselors in providing input to these state entities in regards to the state's application, hiring, marketing and other processes as it relates to this legislation.

- Tabled

Recommendation 9: Continue to evaluate and research computer and technology skills training's, or web-based training's and assessments for consumers to assist in obtaining employment. As the world becomes more mobile and electronic, it becomes increasingly important the MRC assist consumers in preparing for employment by developing and refining skills in using technology. A number of consumers indicated the desire for training's and workshops on computer skills and other technology. The MRC should continue to evaluate results of its efforts in terms of employment outcomes and its overall benefit to consumers, and continue to research computer and technology skills training's, and web-based assessment, training, and evaluation solutions to assist consumers with preparing for and obtaining employment.

- MRC is seeking funding in order to offer these services

Recommendation 10: MRC should increase their usage of their social media accounts for consumer use. This would also include revisiting the MRC Mass.gov website, so it is user-friendly and accessible to all disabilities.

- Tabled

OOS discussion was tabled until the State Plan Committee can have clarification from the MRC on the progress of OOS.

Follow up task:

- MRC will submit in writing all reports and updates to the State Plan Committee for the Annual Report.

Other:

Adjournment 2:24 P.M.

- Next meeting date: March 28, 2019

#1) Business and Employment Opportunity Committee

#2) Unserved Underserved Committee, reassigned to the Statewide Comprehensive Needs Committee

#3) Statewide Comprehensive Needs Committee

#4) Statewide Comprehensive Needs Committee

#5) Business and Employment Opportunity Committee

#6) Unserved Underserved Committee

#7) Unserved Underserved Committee

#8) Business and Employment Opportunity Committee

#9) Statewide Comprehensive Needs Committee

#10) Business and Employment Opportunity Committee