

WSRC Pre Meeting Packet November 3-4, 2022



November 2022 Quarterly Meeting

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Quarterly Meeting Agenda

Thursday, November 3rd, 2022 9:00 am to 3:00 pm

Click here to join Zoom meeting

TIME	PRESENTER	AGENDA		
8:50	Shelby	 Sign into Zoom Opportunity to login early and troubleshoot connectivity issues so meeting can get started promptly at 9:00am 		
9:00	Michele Stelovich	 Call to Order Welcome & Introductions Vote: Approval of August 2022 Quarterly Meeting Minutes 		
9:20	Terry Redmon Cassi Villegas Robb St. Lawrence Allesandria Goard Jamie Grund Rayanne Miller	Director Updates		
10:15		BREAK		
10:25	Melinda Bocci	Transition Updates SSB5790 - School to Work		
10:55	Ann Martin	Region 2 Administrator Updates		
11:30	Megan Grundbrecher Ashley Schweiger Bill Youngman	 Region 2 Deputy Administrator Updates Pre-ETS Assistive Technology & Assessment Practitioner (ATAP) Updates 		
12:15		NETWORKING LUNCH		
1:15	Nicholas Michiels	Seattle Central Unit Update		
1:45	Jen Bean	Customer Satisfaction & Program Evaluation Subcommittee		
2:15		BREAK		
2:20	Jen Bean Doug Burkhalter	Client Assistance Program		
2:30	Michele Stelovich	Public Comment		
2:45	Michele Stelovich	 Council Wrap-up This time builds in flexibility if presenters need more time earlier in the day. Council discussion on presentations so we can develop action steps for council action 		
3:00	Michele Stelovich	ADJOURN		

Tomorrow morning, Day 2 of the WSRC Quarterly Meeting will begin promptly at 9:00am.

PLEASE NOTE: Times above are estimates only. The Washington State Rehabilitation Council reserves the right to alter the order of the agenda. For information for people needing special accommodation, please contact Jolie Ramsey at jolie.ramsey@dshs.wa.gov





DVR Director Update

Presented by: Terry Redmon

November 2022



Transforming lives

Staffing Updates/RSA Monitoring

- Amber Coleman EDAI Administrator
- Abby Smith Pre-ETS Program Manager
- Christelle Arnett Tribal Relations Administrator
- Currently recruiting for:
 - Business Relations Manager
 - Management Analyst 4
- RSA Monitoring we have not received a draft final report

WAVES Update

- WellSky is our case management system (CMS) vendor for Waves, and they are doing extensive remediation work to address all outstanding accessibility issues before we go live.
- There is a significant body of work happening right now by DVR and our wrap around professional services contractors to complete interfaces, reports, and data validation.
- WellSky has engaged QualityLogic, an independent and respected accessibility tester, to identify all areas where their VR solution may not be compliant with accessibility requirements under section 508 of the Rehab Act (a requirement for Federally funded program technology procurement) and to validate all remediations.
- DVR will continue to test each incremental release of the WellSky CMS (again, Waves).
- DVR has the opportunity to conduct an optimization audit with the vendor to determine configurable improvements to the initial workflows in the system prior to go live.
- Integration will exist between electronic document system and the Waves solution at go-live.
- Any changes to project scope go through formal process involving steering committee and executive sponsorship.
- Tentative go-live July 2023

New Results Dashboard

- The Results Dashboard helps DVR improve our enterprise performance management efforts. We recognize that not all DVR staff know where to find data, not all the reports stay current; there is no one central location where we can track and report data, including data for the DSHS Strategic Plan or the Combined State Plan. The reports we do have are also not always the most accessible and may not communicate clear language that include both the current state as well as the overall goal of any measures we do track.
- For the sake of simplifying and making enterprise performance management as seamless as possible (and transparent), DVR adopted Results Software. The software meets all confidentiality requirements and can speak directly to other systems we have at DVR, such as Waves, which allows data to flow directly to the software for real-time progress measures on a variety of data points.
- Some information remain internal

New Results Dashboard

- We will publish some dashboards publicly so our partners can access dashboards for measures that matter to them, like customer satisfaction, for example.
- Much like EDAI, DVR is focused on making performance management a foundation of our organizational culture. We understand that previous systems were designed to provide data and relied heavily on specific individuals to review the data and report on key findings, and that process has not met our needs. We have heard from staff over the years through our employee engagement survey that they would like more transparent information and desire a better understanding of how DVR measures success; Results assists us in solving this problem.
- We have been getting what we get and working with it, but now we are adjusting what we get to be what we actually need.

Synergy and Pre-ETS

- Synergy Consulting partners were contracted to assist DVR review our current pre-ETS process and make recommendations for improving the process. After conducting a thorough analysis with on-site and off-site events, they developed a report and provided a plan for improvement.
- The recommended plan for improvements focuses on 5 key areas: 1) areas that executive leadership needs to address, such as setting clear goals and expectations for pre-ETS; 2) ways to make pre-ETS more consistent and efficient; 3) ways to expand and create best practices within the pre-ETS services provided, 4) ways to improve our vendor relations; and 5) ways to create greater fiscal agility and accountability.

Synergy and Pre-ETS

- We have a detailed action plan that we will adopt. The new pre-ETS program manager is currently onboarding and will take on a lot of the duties necessary to implement the plan, however there will be extensive collaboration with field staff, RTCs, Transition Program Manager, Policy and Strategies Unit, and many others to develop a truly effective pre-ETS program.
- We are still identifying the appropriate members of the implementation team and thinking about how to implement the plan strategically. While there is a need to act with urgency, we also want to make sure anything we implement is done well. We know it won't be perfect, but we are balancing urgency and intended impact with the rollout of the change. DVR will reach out to Shelby and other WSRC representatives as we move through the process.

WSRC recommendation to implement the case transfer best practices checklist

- Interim solutions include:
 - Float positions being filled regionally (up to 2 per region) to address vacated caseloads, permanent hires will assume caseload and be assigned the caseload when they start officially.
 - Completing CRP communication survey and actionable items include reminders to staff and added onboarding expectations around policy 18.64 (returning contact email/phone calls)
 - Updating all our phone lists on internet sites/partner distributed lists and DSHS databases to ensure all ways which providers, community partners, and customers can find phone numbers, are consistent.
 - Creating auto-reply emails for any staff leaving DVR, to last one month, will have a contact name and phone/email listed on the auto-reply rather than bounced back emails.
 - Typically, do not reassign counselors unless there is strong business need (i.e. staffing needs) or honoring customer request for transfer. Will continue to identify reassignment practices statewide and develop consistency to the extent possible.

Rapid Engagement strategies

- Currently we are rolling out Lean training to HQ Leadership team to provide tools for managers who facilitate projects/workgroups; this leads to more efficient processes, and helps to identify areas of improvements, reducing bottlenecks in service delivery
- Will continue to provide training and adoption of lean tools

DVR Update

Q&A

Thank you Terry!





Presented by: Jamie Grund

November 2022



Transforming lives

- FFY22 Spending
 - We are currently spending Program Income
 - We received \$7,353,632 (FFY22)
 - We've utilized \$3,984,342
 - Will start spending Basic Support 22 Mid November
 - We have not received our Basic Support 23 Grant Award
- Pre-ETS spending
 - Basic Support 21 Pre-ETS funds to be returned \$2,567,800

	Final	Final	Final	Currently Spending
	Basic Support 19	Basic Support 20	Basic Support 21	Basic Support 22
Required 15% Set Aside	8,054,632	7,393,828	7,580,577	6,018,310
Spent	2,330,440	4,931,819	5,012,777	
Returned to RSA	5,724,192	2,462,009	2,567,800	
Average Monthly Spend	194,203	410,985	417,731	-



Thank you Jamie!



Transition Services

Conversations, Trends, and Next Steps for SB 5790 with Washington State

Presented by: Melinda Bocci

November 2022



Transforming lives

Overview of Counties

- 39 Counties in Washington State
- 32 Counties do not have School to Work
 - Reached out to the 32 counties
 - Met with 18 counties
 - 2 meeting set for November

How?

Emails and outreach to each of the counties that do not have a School to Work program or contract in place.

ent of Social and Health Services

County Meetings Per Region

Region 1	Region 2	Region 3
Benton-Franklin Chelan-Douglas Okanogan Pend Oreille Spokane (has JF and S2W) Walla Walla-Columbia	Skagit Whatcom	Clallam Clark Cowlitz Grays Harbor Jefferson (in November) Lewis
Whitman (in November) Yakima		Pacific Wahkiakum

- What does transition look like in your county? (how are students getting connected to DDA, DVR, how are things going with schools, etc.)
- What are the barriers for a transition program in your county?
- What do you need for transition?
- What are the first steps to get things going for you specifically?
- Do you have transition networks in your county?
- Would you want to be a part of the 5790 Workgroup?
- How many school districts are in your county?

Questions Asked

ent of Social and Health Services

Five Trends Emerge from Conversation



ent of Social and Health Services

Outreach Continues

- Schools, Educational Service Districts (ESDs), Office of the Superintendent of Public Instruction (OSPI)
- Employment Agencies
- Counties
- Hiring Positions to Help with Rollout of this Work
- Building the Framework
 - Infrastructure
 - Direct Service
- Direct County Partnerships: local meetings
- Capacity Building
 - Schools, DVR Counselors, and Employment Agencies
- Measuring Success/Tracking Progress
 - Per 5790 Guidelines and Fiscal Note

Next Steps as of 10/1/22

Questions



ent of Social and Health Services





Region 2 Administrator Updates

Presented by: Ann Martin

November 2022



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Region 2 Updates

- Staffing updates overview
- Recruiting/Retaining Staff successes and challenges
 - New Field staff Onboarding/Training
 - All staff R-2 meeting
 - RA: New Staff Welcome and Terry's welcome email
- Adding additional ATAP and RT to support them

Region 2

- Strategy to address customer satisfaction concerns
- VR Staff participating in Transformational Leadership
 - Partnership between U. Mass-Boston Institute for Community Inclusion and
 - U. of W.-Stout Voc. Rehab Institute
 - Capstone



Tribal Liaisons with Tribal Vocational Rehabilitation Partners

Barry Aberle - Tulalip Tribes; Stillaguamish Tribe of Indians

Kari Russom - Samish Indian Nation; Sauk-Suiattle Indian Tribe; Swinomish Indian Tribal Community; Upper Skagit Indian Tribe

Amanda Portillo- Lummi Nation; Nooksack Indian Tribe; Samish Indian Nation

Region 2 Updates

Q&A

Thank you Ann!





Region 2 Deputy Administrator Updates

Presented by: Megan Grundbrecher, Ashley Schweiger, and Bill Youngman

November 2022



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Transition Updates

- Pre-ETS
 - Group and individual services
 - Number of youth served over last year
 - Outreach strategies (i.e. parent nights, etc.)

Assistive Technology & Assessment Practitioner (ATAP) Updates

- ATAP
 - Number served
 - Types of services
 - Projections for this year
 - On-hand: equipment, software, apps, working with CRP's to learn work autonomy apps

Region 2 Updates

Q&A

Thank you Megan, Ashley, and Bill!





Seattle Central Unit Updates

Presented by: Nicholas Michiels

November 2022



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Seattle Central Unit Updates

- Successes/Challenges in serving urban community
- Labor market overview
- Business relationships
- <u>Customer success stories</u>



Seattle Central Unit Updates

- Office & staffing changes
- Liaison assignments
- EDAI- Intentional Community of Practice
- Safety/Policy Changes



Seattle Central Unit Updates

Q&A

Thank you Nicholas!





Customer Satisfaction & Program Evaluation Subcommittee

Members: Jen Bean – Chair, Peggy Frisk, Jen Chong-Jewell, Matt Newton, and Ed Nicholson

November 2022

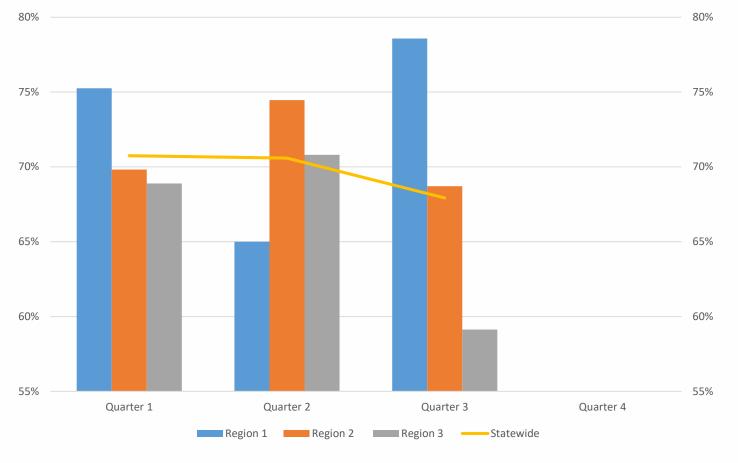


Transforming lives

Customer Satisfaction Survey: FFY22 - 3rd Quarter Highlights

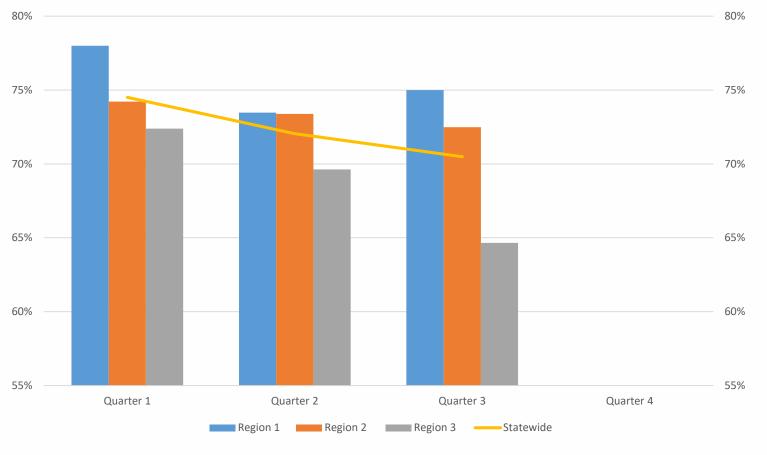
- Customers Surveyed 354
- Comments Received 235
- Response Rate 35%
- Overall satisfaction was 65% Statewide
 - Margin of Error is 5%

1. My Counselor does a good job of keeping in touch with me



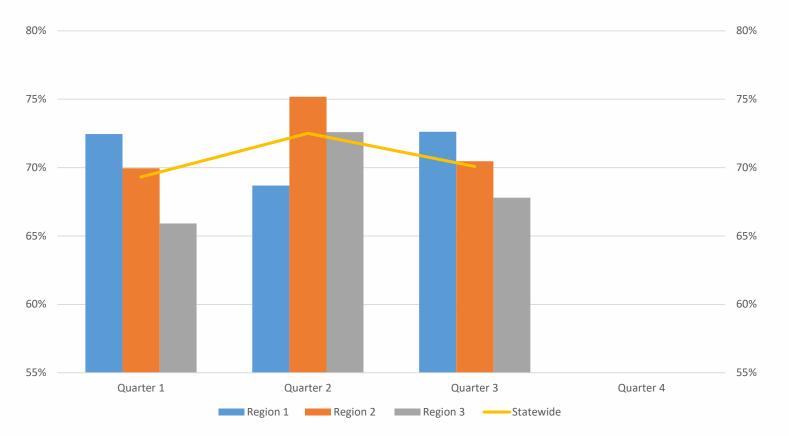
All Regions Margin of Error – 5%

2. My counselor understands what's important to me



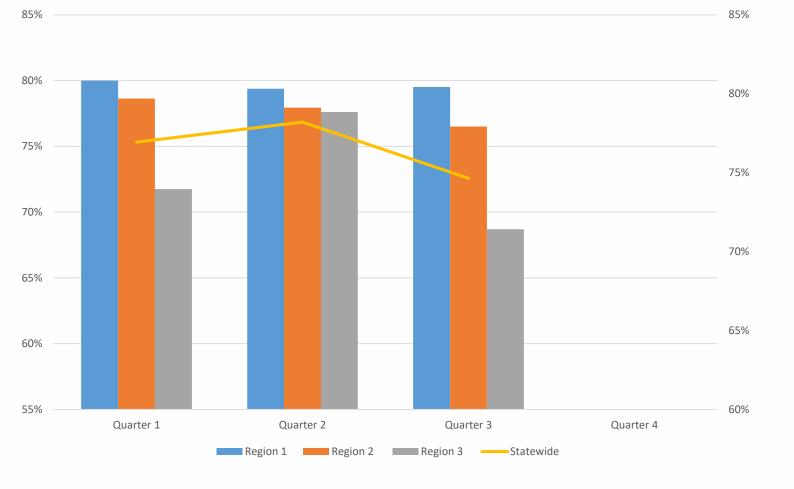
All Regions Margin of Error – 5%

3. My counselor understands how my disability affects me



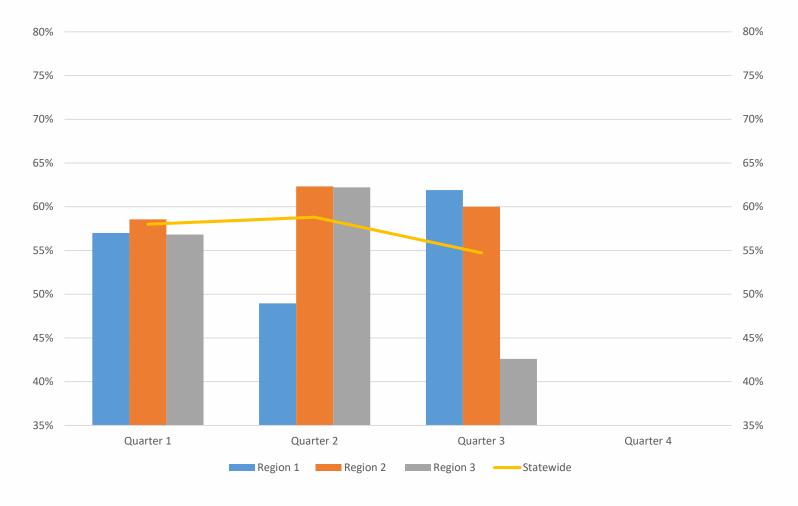
All Regions Margin of Error – %

4. My counselor cares about my input.



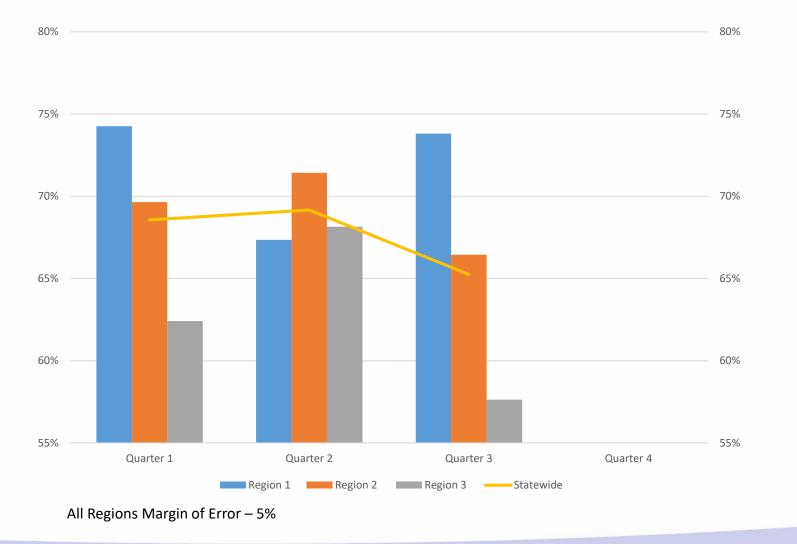
All Regions Margin of Error – 4%

5. DVR moves quickly enough for me.

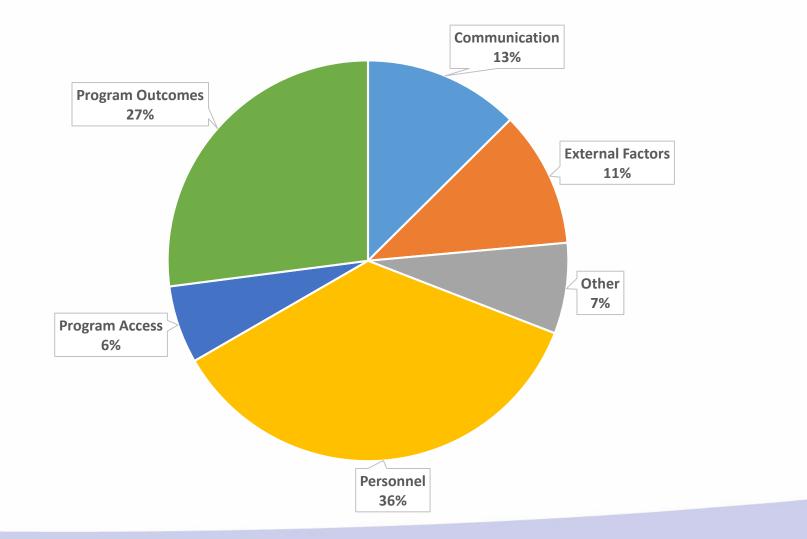


All Regions Margin of Error – 5%

6. Overall, I'm satisfied with DVR.



Statewide Comment Themes



Comment Themes

Overall:

- Positive: 47%
- Negative: 40%
- Neutral: 12%

Top Comment Themes:

- Personnel
- Program Outcomes
- Communication

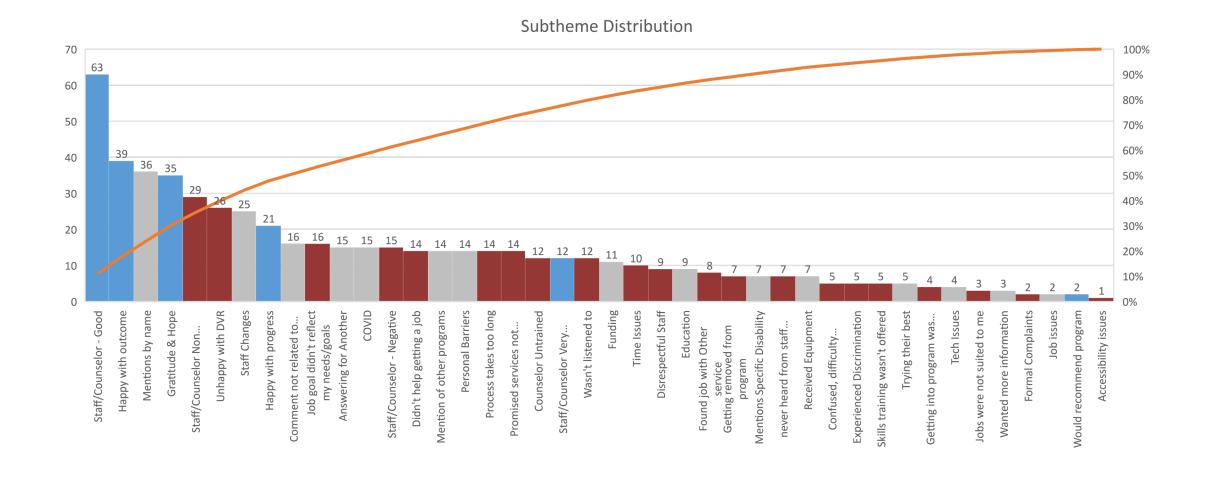
Comment Themes - Positive

- Staff/Counselor 36.63%
- Happy with outcome 22.67%
- Gratitude & hope 20.35%
- Happy with progress 12.21%
- Staff/Counselor very responsive 6.98%

Comment Themes - Negative

- Staff/Counselor Non-Responsive 13.30%
- Unhappy with DVR 11.93%
- Job goal didn't reflect my needs/goals 7.34%
- Staff/Counselor Negative 6.88%
- 6.42% each
 - Didn't help getting a job
 - Process takes too long
 - Promised services not provided

Subtheme Distribution



Negative Subthemes

Personnel

Staff/counselor nonresponsive Staff/counselor negative Counselor untrained Disrespectful staff Accessibility issues

Communication

Wasn't listened to Never heard from staff Confused, difficulty understanding

Other/Misc.

Experienced discrimination Formal complaints

Program Outcomes Unhappy with DVR Job goal didn't reflect my needs/goals Didn't help getting a job Process takes too long Promised services not provided Time issues Found job with other service Getting removed from the program Skills training wasn't offered Getting into the program was difficult lobs were not suited to me

Comment Themes - Personnel

Subthemes:

- Staff/Counselor good 4.54%
- Gratitude and hope 3.66%
- Mentions by name 3.14%

Comment samples:

My experiences working with all my DVR counselors are positive. I felt like they understood my career goals thoroughly, actively presented opportunities and resources which helped achieve my goals and respected my decisions on how and when I approached them or when I wanted to change them.

Throughout my entire experience at DVR, my counselors supported me to their best ability and truly helped me recover my sense of confidence to find and maintain a job.

I believe if the counselors would see it more as client centered verses payment centered, DVR would be more appealing to clients like me.

Comment Themes – Program Outcomes

Subthemes:

- Happy with outcome 3.66%
- Unhappy with DVR 1.75%
- Job goal didn't reflect my needs/goals 1.05%

Comment samples:

The counselor person that I have didn't to listen to what I have to say. She told me do volunteer job. I had a dream job, but she told me to dismiss it.

My counselor never seemed interested in wanting to know how my disability affects me...she was always quick to end our meetings when she determined we've covered all that needed to be covered. I felt like I have been slipped through the cracks and pushed aside while I still need this help.

I feel blessed this program is out there. I was able to return to the work force, something I did not think was possible.

Comment Themes - Communication

Subthemes:

- Counselor non-responsive 1.75%
- Wasn't listened to 1.4%
- Counselor very responsive .7%

Comment samples:

DVR does not seem to understand my vocational goal and they seem to take the attitude that things that are doable are the best things for me rather than doing what I want to.

The program has been very disappointing. They are ineffective and very frustrating. There seems to be little sense of timeliness or professionalism in responding to clients needs.

They did a wonderful job with me and kept me appraised with what's going on. They gave me three different telephone numbers to keep me in contact. I'm so happy I contacted them.

Priorities & Future Goals

• Comprehensive Statewide Needs Assessment (CSNA)

- Deep dive into trends
- Supports Council work on State Plan
- EDAI
 - Focus on the intersection between EDAI and customer satisfaction
 - Look at equity related to performance and outcomes

Rapid Engagement

- Partner with Policy and Planning Subcommittee over the next year
- Explore options to improve declining customer satisfaction and program outcomes

CSPE Subcommittee

Q&A

Thank you Jen!

- Listening sessions held with customers who receive additional services by an Assistive Technology Assessment Practitioner (ATAP)
- DVR ATAP providers
 - Region 1: Bill Youngman
 - Region 2: Michael Fox
 - Region 3: Jo'el Roth
- Overview of listening session development
- Overview of participants

Questions asked

- 1. On a scale of 1-5, how would you describe your overall satisfaction with DVR's Assistive Technology Assessment Practitioners (ATAPs)?
- 2. What services, equipment, and training did you receive?
- 3. Is communication with the ATAP meeting your needs?
- 4. On a scale of 1-5, how would you rate your experience and timeliness with the approval process of assistive technology needs?
- 5. How have you used your assistive technology support to participate in DVR services, education, and/or job search activities?
- 6. If you are employed, how have you used your assistive technology to support your employment?
- 7. What suggestions or recommendations do you have to improve this process?
- 8. Is there anything else you would like for DVR to hear?

General Themes

- ATAP providers are knowledgeable, caring, professional, resourceful
- Having inventory of commonly requested assistive technology improves customer satisfaction. (keyboard, mouse, monitor, etc.)
- Certain aspects of receiving assistive technology can take several months, which delays customers' progress in meeting goals. (variables include getting Dr. referrals, quotes, custom orders, etc.)
- Customers expressed understanding that the pandemic created delays in nearly every step of the process. (supply chain issues, getting bids/quotes, approvals, etc.)

Suggestions for Improvement

- Administrative support for the ATAP providers
- Electronic signatures
- Building awareness of DVR services
- Communication
- Flexible work hours for the ATAP providers

ATAP Listening Sessions Customer Feedback Highlights

• A customer stated that their ATAP "helped me keep the job of my dreams. The job needed me to go out into rural communities and I needed a vehicle to do that. After my injury, I became a wheelchair user and ATAP helped me get a modified vehicle. If I had not gotten my vehicle, the county would have downgraded me to a different job position. It allowed me to stay employed and stay in the job I want. The physical therapist did an evaluation. They also helped me find a wheelchair that is appropriate for my body and for my job. [The ATAP] and my VRC have done a wonderful job at reaching me holistically. The way I received services from other providers such as doctors, physical therapists, etc. have never been as good as [my ATAP] and VRC."

ATAP Listening Sessions Customer Feedback Highlights

• A customer described working with DVR and the ATAP as a lifesaver! She was on SSDI and told she would never be able to work again, but she was determined to fulfill her lifelong dream of becoming a Special Education teacher. DVR first helped her by getting her set up with a mouse that rolls and a computer monitor for low vision. She was able to graduate from WGU with her teaching degree using the computer and other devices she received from DVR. She worked with ATAP who helped her get an Echo pen and a more compact wheelchair, which have both been "a game changer". The wheelchair allows her to maneuver through tight spaces in classrooms and get in/out of her van so that she can drive herself to work. She said, "I can't imagine where I'd be without DVR. I'd be doing what the doctors told me, which is sitting at home collecting social security. Now I can work, be independent and I recently bought my first home."

Listening Session Summary

Q&A

Thank you Jolie!

CAP - WSRC November 2022 Jen Bean

Outreach & Training

- RAs & Regional Management Team– Fall 2022
- VRS check ins & Unit meetings 2023
- CAP Coffee Talk 2023
- CAP/WSRC Orientation 2023
- Rehab Law 2023/2024





CAP Trend: Vocational Assessment

Best Practices

- Core Principles of Rehab
- Counseling & Guidance
- Intent of the Law
- Customer Service



Quarterly Meeting Agenda

Friday, November 4th, 2022 9:00 am to 12:00 pm

Click here to join Zoom meeting

TIME	PRESENTER	AGENDA
8:50	Shelby Satko Jolie Ramsey	 Sign into Zoom Opportunity to login early and troubleshoot connectivity issues so meeting can get started promptly at 9:00am
9:00	Michele Stelovich	Call to Order
9:05	Michele Stelovich	Executive Committee
9:45	Lesa Dunphy	Policy & Planning Subcommittee
10:00		BREAK
10:15	Erica Wollen Jen Chong-Jewell Dion Graham Laurae MacClain Jolie Ramsey	 Partnership Subcommittee Workforce Training & Education Coordinating Board Office of Superintendent for Public Instruction Special Education Advisory Council Pro-Equity Anti-Racism (PEAR) State Independent Living Council Tribal VR Behavioral Health Advisory Council Developmental Disabilities Council
11:00	Michele Stelovich	Working Lunch/Meeting Wrap up
12:00	Michele Stelovich	ADJOURN





Executive Committee Updates

Members: Michele Stelovich – Chair, Peggy Frisk – Vice-Chair,

Erica Wollen, and Jen Bean

Executive Director: Shelby Satko

November 2022



Transforming lives

Executive Committee Updates

- Member Appreciation Ivanova Smith
- Code of Conduct + packet of material- Review & Approve
- Recruitment
 - Council member responsibilities
 - Ideal candidates for each open position
- Annual Report





Policy & Planning Subcommittee

Members: Lesa Dunphy— Chair, Michele Stelovich,

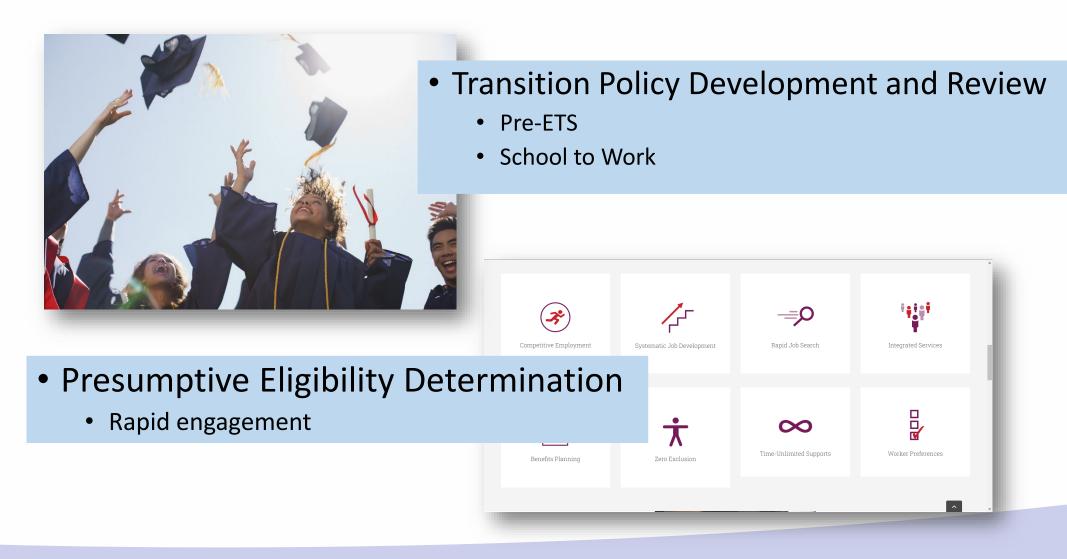
Laurae MacClain, and Jen Bean

November 2022



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Federal Fiscal Year 2023 Priorities



2023 Priorities Continued



Educational Functioning Level (EFL)

Skill gains, credits/Carnegie units related to reading, writing, math, English proficiency
 National reporting System for Adult Education (Resource for Assessments approved in the Federal Register) <u>www.nrsweb.org</u> (e.g., CASA, BEST, TABE/CLAS-E, GAIN, MAPT)



Secondary Diploma or Recognized Equivalent

•Secondary School Diploma or State recognized equivalent, including passing scores on State equivalency test, alternate diplomas, etc.

•See WINTAC Credential Attainment Guide for more information.

- Post-Secondary education
 - Measurable skill gains



Secondary & Postsecondary Transcript or Report Card

Transcript or Report Card from public secondary and postsecondary education programs
Remedial training/coursework required for the completion of a training program or that are necessary in order to gain competitive integrated employment



Satisfactory or Better Progress Report

Completion of an OJT and documented skills attained for the specific employment
Yearly (or designated timeframe) progression in a registered apprenticeship program
Documented milestones through a Customized Training program; mastering required job skills, increased pay or performance resulting from newly acquired skills (e.g., CVS, Walgreens, Sephora)



Passage of an Exam

 Exam in a Registered Apprenticeship, Employer Required Knowledge-Based Exam, Industry or Occupational Competency Assessments (e.g., HVAC, Accounting Specialist, Carpenter, Plumbing)
 Completion Test Necessary to Obtain a Credential (e.g., NCLEX, CPA, CRCC, Barber/Cosmetology, Pharmacy Tech Certification, Real Estate Broker)

2023 Priorities Continued

- Order of Selection
- State Plan Development
 - Next 4-year State Plan development to start in Spring-Summer 2023. Plan due to RSA June 2024.

State Plan

State Years 2021 – 2024 Effective July 1, 2020 – June 30, 2023

As Approved by the Commissioner of the Rehabilitation Services Administration and the federal Departments of Education and Labor

Policy & Planning Subcommittee Updates



Next Steps & Future Goals

- Meet with leadership to hear their plans regarding Pre-ETS and the Synergy recommendations
- Meet new Pre-ETS and School to Work Program Managers
- Discuss a recommendation of increasing use of Presumptive Eligibility – possible needs assessment to determine why staff do not use it often.
- Future Goal:
- Engage in more cross sub-committee integration







Partnerships Subcommittee

Members: Erica Wollen – Chair, Alexandra Toney, and Dion Graham

November 2022



Transforming lives

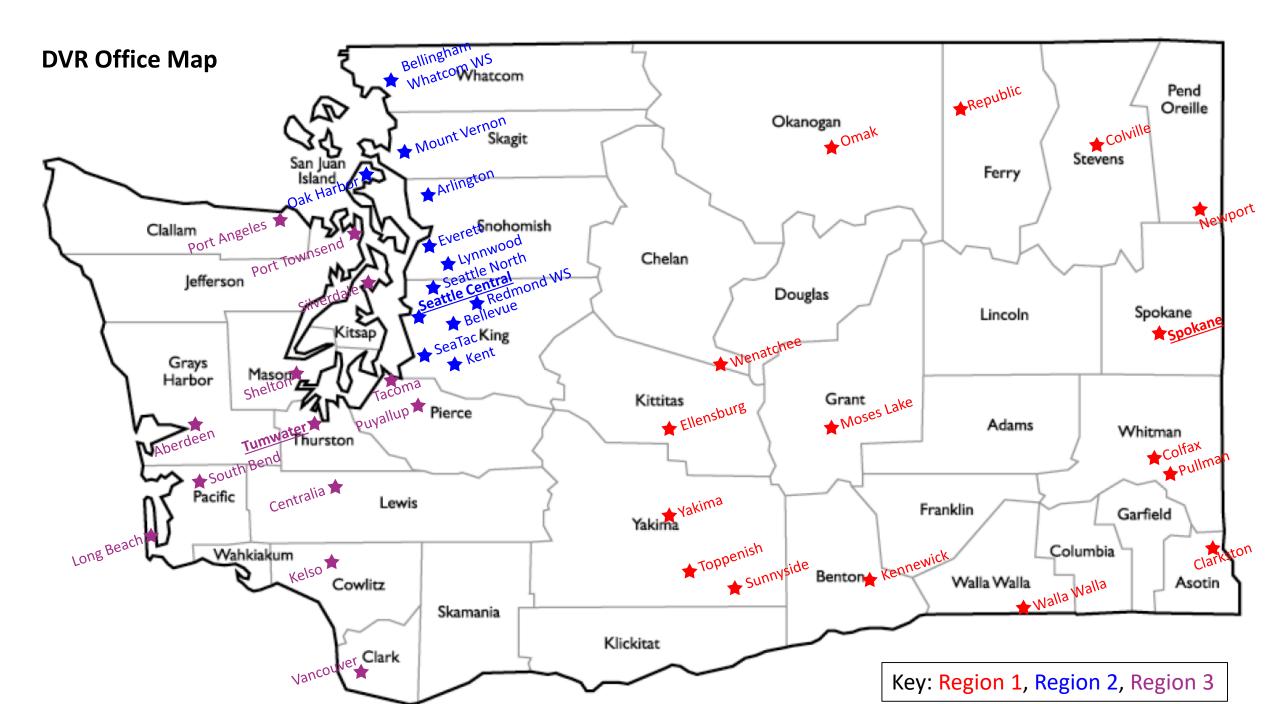
Partner Updates

- Workforce Training & Education Coordinating Board Erica Wollen
- Office of Superintendent for Public Instruction Shelby Satko
- Special Education Advisory Council Jen Chong-Jewell
- Pro-Equity Anti-Racism (PEAR) Jen Chong-Jewell
- State Independent Living Council Dion Graham
- Tribal VR Laurae MacClain
- Behavioral Health Advisory Council Jolie Ramsey
- Developmental Disabilities Council- Shelby Satko



Additional Resources

- 1. DVR Office Map
- 2. Commonly Used Acronyms



WSRC Commonly Used Acronyms

ACS: American Community Survey (from the Census Bureau) ADA: Americans with Disabilities Act AJC: American Job Center ALTSA: Aging and Long Term Support Administration ASL: American Sign Language AT: Assistive Technology

ATAP: Assistive Technology & Assessment Practitioner

BASC: Barriers and Accessibility Solutions CommitteeBHA: Behavioral Health AdministrationBLS: Bureau of Labor Statistics (Census of Employment and Wages)BMMP: Business Management Modernization Project

CAP: Client Assistance Program

CARF: Commission on Accreditation of Rehabilitation Facilities

CART: Computer-assisted real-time Translation

CCER: Center for Continuing Education in Rehabilitation

CFR: Code of Federal Regulations

CIL: Center for Independent Living

CMS: Case Management System

CRP: Community Rehabilitation Provider

CP: Cerebral Palsy

CRC: Certified Rehabilitation Counselor

CSNA: Comprehensive Statewide Needs Assessment

DD: Developmental Disability

DDA: Developmental Disability Administration

DES: Department of Enterprise Services

DSB: Department of Services for the Blind

DSE or DSU: Designated State Entity or Designated State Unit

DVR: Division of Vocational Rehabilitation

EDI: Equity, Diversity, and Inclusion ESD: Educational Service District, also, Employment Security Department

FCS: Functional Community Supports FFY: Federal Fiscal Year

ID: Intellectual Disability

IDEA: Individuals with Disabilities Education Act

IEP: Individual Education Plan

IL: Independent Living IRI: Institute on Rehabilitation Issues

JLARC: Joint Legislative Audit and Review Committee (Report on Employment and Community Inclusion Services for People with Developmental Disabilities)

LRE: Least Restrictive Environment LTS: Long Term Support

MH: Mental Health MOU: Memorandum of Understanding

OFM: Office of Financial Management OJT: On-the-job Training OSERS: Office of Special Education and Rehabilitation Services OOS: Order of Selection One-Stop: WorkSource Center OSPI: Office of the Superintendent of Public Instruction

PAVE: Partnership for Actions Voices for Empowerment (Parent Advocacy)

RCW: Revised Code of Washington RDA: Research and Data Analysis (research division of DSHS) Region 10: Federal Region of Washington, per RSA RFP/RFQ: Request for Proposal/Qualifications RSA: Rehabilitation Services Administration

SILC: State Independent Living Council

SIPP: Survey of Income and Program Participation (Census Bureau)

SPIL: State Plan for independent living

SME: Subject Matter Expert

SSA: Social Security Administration

SSDI: Social Security Disability Insurance

SSI: Supplemental Security Income

TAP: Talent and Prosperity for All Plan

TBI: Traumatic Brain Injury

TSAT: Transition Self-Assessment Tool

Title 4: of WIOA is the Rehabilitation Act,

Title 1: under Title 4, which authorizes DVR services and funds Section 105 of Title 1: authorizes State Rehabilitation Councils

UI: Unemployment Insurance

VR: Vocational Rehabilitation

VRC: Vocational Rehabilitation Counselor

WAC – Washington Administrative Code
WATAP: Washington Technical Assistance Program
WIOA: Workforce Innovation and Opportunity Act
WISE: Washington Initiative for Supported Employment
WOTC: Work Opportunity Tax Credit
WTECB: Workforce Training, Education, and Coordination Board
WSRC: Washington State Rehabilitation Council
WDC: Workforce Development Council
WOTC: Work Opportunity Tax Credit

WA DVR

AFP: Authorization for Purchase CBA: Community Based Assessment JD: Job Development **ELT: Executive Leadership Team IPE: Individual Plan for Employment IRWE: Impairment Related Work Expense ITS: Intensive Training Services** MOU: Memorandum of Understanding MSD: Most Significantly Disabled **NEO: New Employee Orientation** Pass Plan: Plan to achieve self-support **Pre-ETS: Pre-Employment Services PES: Post-Employment Services** PHI: Protected Health Information RA: Regional Administrator or Re RCD – Rehab Counselors for the Deaf **Region 1:** East of the Cascades Region 2: King County north Region 3: Pierce County south and all of the peninsula **ROI:** Release of Information **RT: Rehabilitation Tech** SDOP: Service Delivery Outcome Plan SDOR: Service Delivery Outcome Report SE: Supported Employment SO: State Office – DVR Headquarters SOP: Standard Operating Procedure STARS: DVRs customer database TWE: Trial Work Experience **YSP: Youth Services Program**

121 Program: Tribal Rehabilitation Program (Federal designation)701 Program: Tribal Rehabilitation Program (WA State designation)