



Annual Report for Fiscal Year 2016-2017

# PENNSYLVANIA REHABILITATION COUNCIL



The Mission of the Council is to inform and advise the Office of Vocational Rehabilitation, the State Board of Vocational Rehabilitation, the Legislature and the Governor on the diverse issues affecting employment of people with disabilities.

[www.facebook.com/Pennsylvania-Rehabilitation-Council](http://www.facebook.com/Pennsylvania-Rehabilitation-Council)

This report covers the activities of the Pennsylvania Rehabilitation Council (PaRC) for the fiscal year beginning October 1, 2016 and ending September 30, 2017. Alternate formats and additional copies are available upon request. Contact:

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Current and past reports are also available on the PaRC website:

[www.parac.org](http://www.parac.org)

Pennsylvania State Law requires the Office of Vocational Rehabilitation (OVR) publish an annual program report on a different time line than this product. Therefore, traditionally, the PaRC does not include OVR data in its report. The OVR Program report may be requested from:

Pennsylvania Office of Vocational Rehabilitation

1521 N. 6<sup>th</sup> Street

Harrisburg, PA 17102

**COVER PHOTO:** PaRC Council Members

1<sup>st</sup> Row: Matthew Seeley, Esq., Robert Mecca, Dr. David Mann, Claire Senita.

2<sup>nd</sup> Row: Cindy Duch, Leslie Kelly, Lynn Dell, Robert Fox, Donna Partin,

Pat Leo, Juliet Marsala, Heidi Tuszynski, Mary Ann Cowfer,

Julia Blackwell, Fred Wright, Passle Helminski and her service dog.

Not Pictured: Bill Chrisner and Mary Brougher.



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# **Pennsylvania Rehabilitation Council Members October 2016 – September 2017 (Including Category of Representation)**

**David DeNotaris**, OVR Executive Director, (Ex-Officio Member)

**Julia Blackwell** – Client Assistance Program

**Mary Brougher** – Business/Industry/Labor

**Bill Chrisner** (Until July 2017) – Sensory Disabilities / Blind and Visual

**Mary Ann Cowfer** – General Advocacy

**Lynn Dell** – State Department of Education

**Cindy Duch** – IDEA

**Robert F. Fox, III** – (Member at Large from October 2016) - Physical Disabilities

**Passle Helminski** – Cognitive Disabilities

**Leslie Kelly** -- Sensory Disabilities / Deaf and Hard of Hearing

**Pat Leo** – Intellectual Disabilities

**Madonna Long** – (Until December 2016) – Business/Industry/Labor

**Dr. David Mann** – Current / Former Customer

**Juliet Marsala** – Rehabilitation Counselor

**Robert Mecca** – Community Rehabilitation Provider

**Donna Partin** – (Until July 2017) – Business/Industry/Labor

**Jody Saitsky** – General Advocacy

**Matthew R. Seeley, Esq.** – (Vice-Chair from October 2016 to October 2017) - Statewide Independent Living Council

**Claire Senita** -- Young Adult

**Heidi Tuszynski** (Chair from October 2016 to October 2017) – Mental Health

**Frederick Wright** – (Until July 2017) - Business/Industry/Labor

**Vacancy** – State Workforce Development Board



### A Message from Our Past Chair:

It has been an amazing opportunity to serve as Chair of the Council this past year. This journey has taken me across the United States to San Diego, California to attend the National Coalition of State Rehabilitation Council training in the fall and then to Bethesda, Maryland in the spring. This experience was to meet with other members of state rehab councils and learn what opportunities they were embarking on in their states. We also learned our mandates under WIOA and how to strengthen our council's mission, as well as membership. What a great educational and networking experience.

Bringing it back to Pennsylvania our legislative committee, which I serve on, attended the National Rehabilitation Association Governor's Affairs Summit in Alexandria, Virginia. What a great conference. The legislative team went into D.C. and met with Senator Casey and Senator Toomey's staff and completed 30 drop off packets, which included the PaRC Position papers. We discussed bringing more funds back to Pennsylvania and creating job opportunities for persons with disabilities. In addition, let us not forget our fight to save health care. The legislative committee has also been instrumental in making recommendations for the Governor's Executive Order on Employment First and the Employment First Legislation.

This year has been a year of strengthening our council's partnerships. With the help of the Office of Vocational Rehabilitation (OVR) we had our first Citizen Advisory Committee (CAC) learning community day. The CACs came together in Harrisburg and discussed many issues ranging from membership, to creating agendas, and partnering with their local OVR offices in providing more opportunities for persons with disabilities in their areas. Hopefully, this partnership will continue with the Council helping the CACs to put together a handbook, quarterly calls, and maybe an annual training day.

Our partnering also was extended to our OVR Board for our first Retreat/Empowerment Summit. Former Commissioner Janet LaBreck was our facilitator for the day. We discussed our mandates under WIOA and our partnering strategies to tackle some of our major obstacles, from accessibility issues to creating more opportunities in state government.

Speaking of major accomplishments, this year we have received many appointments and reappointments to our Council. These new members have quickly begun to step up and take on leadership roles as committee chairs. This year we have formed a Social Media and Outreach/Membership Committee. This committee has been extremely busy working on Success Story Videos, which will inspire persons with disabilities to reach for their full potential and become successful. These videos will also highlight employers who hire persons with disabilities, encourage, and support other businesses to follow this path. Most importantly, the new member outreach video will encourage others to join this amazing group of advocates and increase employment opportunities for persons with disabilities living in Pennsylvania.

Thanks again to my council members and partners for allowing me the opportunity to serve as your Chair. Best of luck in the year to follow.

Sincerely,  
Heidi Tuszynski MS, NCC, LPC, Outgoing Chair



*PaRC Chair, Heidi Tuszynski working the PaRC information table at the 2017 Transition Conference in State College, PA.*



#### A Message from Our Incoming Chair:

On July 26, 1990, when the Americans with Disabilities Act (ADA) was signed into law, President George H.W. Bush said, "Let the shameful wall of exclusion finally come tumbling down." While we have made great progress over the years in areas like access to public accommodations and transportation, we have yet to see the full impact of the ADA realized with similar progress in the area of employment. As members of the PA Rehabilitation Council (PaRC), we are proud to serve the Commonwealth of Pennsylvania and spend time advancing our mission of informing and advising the Office of Vocational Rehabilitation, the State Board of Vocational Rehabilitation, the Legislature, and the Governor on the diverse issues affecting employment of people with disabilities.

Our council members, most of whom are people living with disabilities, geographically cover the Commonwealth, and represent important stakeholder groups, including disability advocates, business representatives and individuals who have received services from vocational rehabilitation. We are passionate about ensuring that all people living with disabilities in the Commonwealth have access to freedom through competitive employment, and that employers have the ability to leverage hires from our largely untapped labor pool. Experience informs our actions, and we know that only through access to competitive positions in the open marketplace can people with disabilities truly pursue their part of the American dream. It is this first-hand daily experience in the workplace that truly changes attitudes and removes barriers to employment for people with disabilities.

As PaRC members, we are proud to promote the great men and women of PA OVR who are true civil servants, advocating and providing support for people with disabilities. We are encouraged by the leadership of the Pennsylvania business community. It is clear that passionate and driven individuals see the value of disability diversity to their businesses, and are taking action to open the doors of opportunity to people with disabilities. We are thrilled to work with our legislative leadership, men and women who raise the bar for other states to follow, removing architectural, attitudinal and digital barriers and creating innovative systems that advance employment for Pennsylvanians with disabilities.

As a person living with disability, it is a privilege to serve as the chair of the PA Rehabilitation Council. It is my honor to follow great leadership and serve with giants, our PaRC members who live and breathe advancing what is right and just in the areas of disability employment and empowerment. During my tenure, I look forward to all we can accomplish together to advance the crusade of competitive employment for people with disabilities in Pennsylvania, and serve as a model for our nation to follow.

Mary Brougher  
Incoming PaRC Chair



*Council Members meeting with Legislators:  
L to R - Heidi Tuszynski, Robert Fox, Passle Helminski and Matthew Seeley, Esq.*



## **Council Responsibilities under the Rehabilitation Act as Amended by WIOA 2014**

Review, analyze, and advise the Office of Vocational Rehabilitation (OVR) regarding the performance of its responsibilities, particularly those related to eligibility (including order of selection); the extent, and scope and effectiveness of services provided; and the functions performed by State agencies that affect the ability of individuals with disabilities in achieving employment outcomes under Vocational Rehabilitation (VR) services.

Partner with OVR to develop, agree to, and review State goals and priorities in accordance with the VR State Plan. The Council and OVR evaluate the effectiveness of the VR program and submits reports of progress to the Rehabilitation Services Administration (RSA) Commissioner.

Advise OVR on activities authorized to be carried out under the VR State Plan. Assist in the preparation of the State Plan, and amendments to the plan, applications, reports, needs assessments, and evaluations.

Conduct a review and analysis of the effectiveness of vocational rehabilitation services and consumer satisfaction regarding functions performed, VR services provided, and employment outcomes achieved.

Prepare and submit an annual report to the Governor and the Federal U.S. Department of Education Commissioner of RSA on the status of vocational rehabilitation programs operated within the State.

Coordinate activities with other disability related councils within the State.

Establish working relationships between the Council, the Statewide Independent Living Council, and Centers for Independent Living.

Perform other functions consistent with VR services deemed appropriate by the Council.



## What We Accomplished as a Council This Year (2016 – 2017)

This has been another year of transition for the Council and the Office of Vocational Rehabilitation (OVR) as the Workforce Innovation and Opportunity Act (WIOA) continued to be implemented.

The PaRC wants to thank Mr. David DeNotaris, OVR Executive Director and OVR staff for recognizing and continuing to build the strong partnership between OVR and the Council. A special thank you to Ms. Lee Ann Stewart, liaison and Ms. Cheryl Novak on her first year with the Council as our OVR liaison.

Council received ten new Governor appointed members who were provided new member orientation this year! They have joined right in; many have become Chairs of committees and begun actively participating in Council work right from the start. Thank you to our Council members for the many volunteer hours of work they provided this year.

OVR continues to make strides in implementing the new requirements under WIOA and strengthening their partnerships with Education and Workforce Development and others. Pre-employment training services have greatly increased this past year.

### **Overview of Committee Outcomes from their mandated work and other activities this year are listed by Committees.**

The Council had six standing committees this year in addition to the Executive committee - Legislative and Public Awareness, Policy and Evaluation, Transition and Educational Services, CareerLink/WIOA, Customer Satisfaction, and Social Media/Outreach.

Sixty four conference calls were held by these committees this year. Listed below by committee is the major work and activities of each committee for the year.

#### **Executive Committee**

The PaRC completed and submitted their 2015 - 2016 Annual Report to their fellow Pennsylvanians, the Governor, Secretary of Labor & Industry, RSA Commissioner, State Board of Vocational Rehabilitation, PA Legislators, Stakeholders and State Workforce Development Board in December 2016. To view the 2016 Annual Report and other reports from previous years, go to [www.parc.org](http://www.parc.org). The PaRC also has a calendar version of the report developed by the staff with member input. The calendar contains some of the highlights from the Annual report and includes photos and monthly calendars with Council meeting dates on it. Facebook symbols and Quick Response Codes (QR) codes are included which take you to the PaRC website. The calendar is being used as an advocacy/educational tool with the public, our partners and legislators.

- The committee planned and held four quarterly Council meetings this year. Educational presentations on topics related to Council responsibilities included: Pre-employment Transition, ODP – Implementation of the Federal & Community Based Settings rule and OVR – WIOA, Section 511 Implementation, “I Want to Work” and Employment First Legislation and the State Plan Process under WIOA.
- This year the Executive committee and staff planned three additional meetings in conjunction



with the quarterly meetings: Strategic Planning, Citizen Advisory Committees and an Empowerment Summit with OVR and our partners (Statewide Independent Living Council, Client Assistance Program, and Education).

- The Executive committee is also responsible for reviewing/monitoring the Council's budget on their conference calls as well as at quarterly full council meetings.
- The Chair/designee provided four quarterly progress reports on PaRC activities to the OVR State Board.
- Executive committee turned over their duties to monitor the Council's website to the newly formed Social Media/Outreach committee. This committee also monitors their new Facebook page as well as the [www.parc.org](http://www.parc.org) website.
- The Executive committee handles recruitment for the Council. In addition to the 10 new appointments from last year, two individuals were recruited in the business and sensory (blind and visual) categories and recommended to OVR and the Governor for appointment to the Council. Additionally, four members sought reappointment to their second terms. Quarterly conference calls are held with the local Citizen Advisory Committees (CAC) Chairs. The PaRC is working with the CAC (local advisory committees) to support and strengthen them. Meeting agendas, minutes, and schedules, etc. continue to be shared on the PaRC website to support the local CAC groups. The Council hosted the CAC Chairs for a meeting to share best practices, develop a training manual, revise the CAC handbook and improve communication with OVR and the Council.
- The Executive committee continued their working relationships with other disability related Councils and agencies in the state/country some of which are mandated including: OVR State Board, OVR Citizen Advisory Committees, Statewide Independent Living Council, Client Assistance Program, Parent Education Network, Local Workforce Development Boards, Disability Budget Coalition, Disability Rights PA, PA Transportation Alliance, Governor's Advisory Committee for Persons with Disabilities, "I Want To Work," National Coalition of State Rehabilitation Councils, and White House Disability calls.
- The committee planned and invited their mandated partners to an Empowerment Summit in an effort to strengthen their partnerships and relationships with one another and to work together on policies, and remove barriers to create more employment opportunities for persons with disabilities in Pennsylvania. Previous RSA Commissioner Janet LaBreck was the facilitator of the meeting. The main area that Council and partners want to work on this coming year is Civil Service.

#### **Legislative and Public Awareness Committee – main activities/work**

- Members followed State and Federal legislation that effects employment for persons with disabilities. Members continued to support the implementation of the Governor's Employment First Executive Order and strongly pursued their recommendations for strengthening the Plan. Members would like to establish an Expedited Hiring Process so that people with disabilities in Civil service and non-Civil Service have an alternative path to employment with the State, similar to Schedule A on the Federal level. Members began working with the Legislature to facilitate this process.
- Members developed/updated State and Federal Position Papers regarding the employment needs of persons with disabilities in the State including increased funding for retraining the workforce population, strengthening Transition and Transportation Services as well as continued working with Legislators to form an all-inclusive Disability Caucus.

- Members met with and/or provided information to approximately eighty State Legislative Offices in Harrisburg this year to present the Council's Position Paper and discuss areas of concern regarding employment for persons with disabilities in the State. Members have worked diligently to build a strong rapport with the Governor's Cabinet and Executive Officials. Members have also met with the State Civil Service Commission to discuss the proposed regulations and other concerns with Acts 69 and 167 of 2016. These legislative visits continue to be planned in conjunction with the PaRC quarterly meeting in Harrisburg. Five members attended the National Rehabilitation Association's Government Affairs Summit which afforded them the opportunity to meet with three Federal Legislators in Washington, DC and to drop off additional packets of information to approximately 15 Federal Legislative Offices.

#### **Policy and Evaluation Committee – main activities/work**

- Members reviewed and made recommendations on the following OVR policies: Subrogation Agreement to Repay, Low Vision, Psychological Services – Guidelines: Psych diagnostic and Vocational Assessment, College, Supported Employment, Essential Procedures for the Vocational Rehabilitation Program, Out of State Travel Approval Procedure for OVR Employees, and OVR's new pre-application for Customers.
- Members and staff developed and approved the PaRC content for PaRC Description A Update to the OVR Combined State Plan on May 3, 2017 at the quarterly meeting. Description A with recommendations can be found in this annual report.
- Members participated in OVR's State Plan public meetings.
- Members have been working with OVR to see how changes in various policies such as the College Policy, for example, have impacted students by requesting statistical information to review and analyze.
- Members participated in the CareerACCESS webinar. The committee decided to look into this topic and had OVR discuss this on several of their conference calls.

#### **Transition and Educational Services Committee – main activities/work**

- Members participated in the PA Department of Education's (PADES) annual conference and the Statewide Transition conference. Resource materials were provided at both conferences.
- A member/partner from the Bureau of Special Education, Department of Education participates and provides reports on their programs at our quarterly meetings and conference calls.
- With the passage of WIOA, there is even more emphasis on providing transition services to youth with disabilities. OVR has been updating the committee on current/future services they will be providing in this area during scheduled conference calls.

#### **Customer Satisfaction Committee – main activities/work**

- The committee continues to review the joint OVR/PaRC customer satisfaction surveys. Members reviewed and made suggestions to improve the surveys and are continuing to review the survey format with OVR, to identify additional areas of improvement as well as the survey results to monitor and evaluate progress. Members are concerned with the low response rate and are working with OVR staff to come up with ways to improve the response rate.
- Members continued participating with OVR in the Comprehensive Statewide Needs Assessment meetings with Temple University staff and offer suggestions in this process. Information learned from the needs assessment is used by OVR and the PaRC in developing goals, priorities and planning.
- This committee also reviews the number and reason for appeals customers have with OVR on a quarterly basis. The committee discusses with OVR staff ways to reach out to customers before problems reach the appeal level.

### **CareerLink / WIOA Committee – main activities/work**

- The committee continued to monitor concerns related to CareerLink accessibility with OVR staff during scheduled conference calls.
- The State Workforce Development Board (SWDB) provides quarterly updates on what is happening across the state regarding projects, CareerLinks, etc. The committee shared a reference material entitled “American Job Centers and Digital Access” with the Board and asked that it be sent to all CareerLink sites. This committee also is working to ensure persons with disabilities can access the CareerLink sites physically and programmatically.
- The SWDB is a mandated partner on the Council. The Council would like to have a SWDB member appointed to the Council as soon as possible, since they are mandated in the Rehabilitation Act as a required member.
- This committee also follows Workforce Innovation and Opportunity Act (WIOA) and keeps the Council informed of requirements, reporting, etc.

### **Social Media / Outreach Committee – main activities/work**

- This is a new committee this year. Members started their conference calls, elected their chair and developed their goals and budget.
- The committee also had a success story video project of filming customers, both consumers and businesses of OVR, who had successfully become employed or who had hired someone successfully to promote OVR’s services in the state.
- The committee completed six videos including; two OVR Consumer Customer Success stories, two OVR Business Customer Success stories, and a member recruitment video for recruiting new members and one on a program called the “Dream Partnership” which provides post-secondary educational opportunities for students with intellectual disabilities in PA. The videos will eventually be available to be viewed on Facebook or on the PaRC website. The committee also started to post member biographies on Facebook weekly.

### **The following were also attended this year by members:**

Blindness Awareness Expo at the Capitol in Harrisburg – outreach  
National Coalition of State Rehabilitation Councils’ training in Bethesda, MD  
National Coalition of State Rehabilitation Councils’ training in San Diego, CA  
Able Act event at the Capitol in Harrisburg - advocacy



*Passle Helminski and her service dog meeting with Representative Mike Kelly.*



# PENNSYLVANIA REHABILITATION COUNCIL

## 2017 Federal Position Paper

The mission of the Council is to inform and advise the Office of Vocational Rehabilitation, the State Board of Vocational Rehabilitation, the Legislature, and the Governor on the diverse issues affecting employment of people with disabilities.

The Rehabilitation Act plays an important and necessary role in:

- o supporting the employment of persons with disabilities and empowering them to become independent
- o helping integrate the work place and community

The PaRC respectfully submits the following position paper for your review and consideration.

### **Implementation of the Rehabilitation Act** **(Title IV of the Workforce Innovations and Opportunities Act)**

The Rehabilitation Act as it exists provides states the freedom to administer programs, which are responsive to the needs of its customers. It is essential that a dedicated funding stream from the federal government continue in Pennsylvania. In 2016 alone, the federal, state and local taxes paid by competitively employed customers of OVR throughout Pennsylvania averaged approximately **\$50,321,995**.

The Rehabilitation Act must be strengthened through implementing regulations to provide customers greater flexibility and control over the services and programs available to them.

**During this implementation period of the reauthorized Rehabilitation Act, we urge you to support the following:**

- Keep public Vocational Rehabilitation a mandatory program with single source funding.
- Dramatically increase funding to help support states such as Pennsylvania who are handling an increased need for vocational rehabilitation services for the veterans returning from active duty.
- The restoration of changes to the Comprehensive System of Personnel Development (CSPD) that reduced the standards/requirements to be a "qualified rehabilitation counselor" working with business customers on behalf of consumer customers, but especially for rehabilitation counselors working directly with consumer customers.
  - ❖ Increase the number of individuals pursuing master level degrees in vocational rehabilitation and their retention by restoring and increasing federal funds to support the education and training authorities of the Act (Rehabilitation Act of 1973, as amended, Title III, Section 302). Further,
- Continue screening returning veterans for brain injury provide immediate services and require all commercial health insurance to cover brain injury rehabilitation for everyone.

- Increase funding for retraining/rehabilitating, the workforce population (adults 45 years and older), who need to keep working to remain financially independent.
- Promote career development and job advancement through the opportunity for post-employment continuing education and training by expanding the definition of and funding for “post- employment services” to include “training and other services necessary for career advancement and upward mobility”. This is necessary because of the increased emphasis on “transitioning” in the Act as reauthorized.
- Clarify when individuals must be advised of the right to request review of a decision made by vocational rehabilitation, and when they must be informed of the services available through the Client Assistance Program.
- Protect the due process rights of individuals who may want to request review of a vocational rehabilitation decision by requiring notification of state established timeframes in which a request for mediation or review must be filed.
- Require a minimum standard of training of all impartial due process hearing officers and staff.
- Expand the role of the Client Assistance Program to allow for advocacy and assistance even after an individual has achieved their employment outcome, and to allow CAP to provide legal representation to individuals in any matter related to the provision of vocational rehabilitation services and/or efforts to gain, regain or maintain employment; only to the extent that this does not conflict with the requirements and responsibilities of the PAIR Program.

### **Transportation**

Transportation is an extremely important policy issue for people with disabilities. The lack of transportation options in many communities and the persistent gaps in compliance continue to create significant barriers to employment opportunities. Accessible, affordable and safe public transportation are key components for ensuring people with disabilities can effectively participate in the workforce.

- The PaRC supports changes to the public transportation system that will ensure the opportunities for people with disabilities to successfully obtain and retain employment. People with disabilities should have equal opportunity to utilize public transportation.

### **The Able Act**

- The PaRC supports an amendment to include all people with disabilities regardless of age at onset of disability.



# PENNSYLVANIA REHABILITATION COUNCIL'S 2017 STATE POSITION PAPER

The Pennsylvania Rehabilitation Council (PaRC) is mandated by the Rehabilitation Act of 1998, as amended by Workforce Innovation and Opportunity Act (WIOA) 2014, to review, analyze, and advise the Pennsylvania Office of Vocational Rehabilitation (OVR) regarding the performance of its responsibilities, particularly those related to eligibility (including order of selection); the extent, scope and effectiveness of services provided; and the functions performed by State agencies that affect the ability of individuals with disabilities in achieving employment outcomes under Vocational Rehabilitation (VR) services. The PaRC's Legislative Committee respectfully submits, with approval by Executive Committee and/or Full Council, the following Position Paper for your review and consideration:

## **Maintaining Full Funding for OVR Services to match all available Federal Funds**

- **Action Requested:** *Funding for the "Transfer to the Vocational Rehabilitation Fund" needs to be at least \$50 million due to the use of the earmarks (which do not have a Federal match) for non-profit commonwealth organizations. This will allow OVR's level of funding to remain constant with previous years and ensure that OVR is able to draw down all available Federal funds.*

## **PA should have an official "Employment First Policy"**

- **Action Requested:** *The PaRC supports the implementation of the Governor's Executive Order and strongly request that our recommendations be adopted into the plan. Should the Governor fail to effectively implement his plan and should he not accept our recommendations, we would support the introduction and passage of legislation that would match the Governor's Executive Order and plan with our recommended changes.*

## **Collaboration of Services for Persons with Brain Injuries in Pennsylvania**

- **Action Requested:** *Collaboration is needed between all state agencies working with persons with brain injuries to ensure that there is no break in services from in home services to employment services. Additional dedicated funding is needed for this population.*

## **Adequate Funding of the Office of Deaf and Hard of Hearing (ODHH)**

- **Action Requested:** *The PaRC agrees with the Disability Budget Coalition's recommendation as follows: To the extent feasible, increase the state appropriation for the ODHH to \$650,000; authorize ODHH to increase its staff for all its offices or its contracting, or both, at its discretion, within the increased budgetary allocation; move ODHH's budget from the Labor and Industry General Government Operations line item to a separate line item within the overall Labor and Industry budget.*

## **PaRC supports the following regarding Centers for Independent Living (CILs)**

- **Action Requested:** *Line item appropriation of \$2.7 million which will enable the CILs to: maintain quality staff and a stable location, effectively deliver services that facilitate transition from nursing homes and other institutions to the community, provide assistance to those at risk of entering institutions, and facilitate transition of youth to postsecondary life (the fifth IL Core service) and provide reasonable benefits; increase the number of individuals served; and lower the cost per individual.*

## Expedited Employment

- **Action Requested:** *The PaRC would like to request the drafting of separate legislation to establish an Expedited Employment system in Pennsylvania. This may involve amending the Civil Service Act so that people with disabilities in both Civil Service and Non-Civil Service can have an alternative path to employment with the State similar to Schedule A on the Federal level.*

## Transportation

- **Action Requested:** *Transportation Network Providers, like Uber and Lyft as well as all taxi service providers must be required to provide accessible vehicles on demand to people with disabilities. In addition, they should likewise be required to show that all drivers have been educated/trained on the requirements of the Pennsylvania Human Relations Act and the Americans with Disabilities Act; especially with respect to the provision of service to individuals who use service or guide dogs. The State must work with Amtrak and the Federal Government to ensure that all train stations in the Commonwealth are physically and programmatically accessible, which is not the case today. The Rural Shared Ride System should be regionalized to enable transportation providers to cross County lines in order to assist people with disabilities who use these rides to obtain, maintain, and/or regain employment.*

## Disability Caucus

- **Action Requested:** *The PaRC encourages both the House and Senate to establish a bi-partisan and bi-cameral caucus to review and support legislation that would enable people with disabilities to have equal opportunity in all aspects of their lives and to be productive and contributing members of their communities.*

## **The Pennsylvania Rehabilitation Council's Legislative and Public Awareness Committee respectfully asks for your support on the following 2017 State Bills:**

**SB158:** Act relating to the delivery of services and programs to persons with disabilities; conferring powers and duties on the Office of the Governor; establishing the Office for People with Disabilities and Advisory Committee for People with Disabilities; and providing for the powers and duties of the office and advisory committee and for funding of the office and advisory committee.

**HB414:** An Act establishing a bill of rights for individuals with intellectual disabilities or autism; and conferring powers and duties on the Department of Human Services. **(The PaRC supports this legislation, but recommends that the legislation include the word "employment").**

**HR34:** A Resolution designating January 30, 2017, as "Pennsylvanians with Disabilities Day" in Pennsylvania.

**HB1200:** An Act amending the act of March 10, 1949 (P.L.30, No.14), known as the Public School Code of 1949, in charter schools, further providing for funding for charter schools.

**HB1079:** An Act amending Title 75 (Vehicles) of the Pennsylvania Consolidated Statutes, in licensing of drivers, further providing for Medical Advisory Board.



# State Plan Attachment for FY 2017

## Input of State Rehabilitation Council

The Pennsylvania Rehabilitation Council (PaRC) used the following sources to develop its recommendations to the Office of Vocational Rehabilitation (OVR):

1. The PaRC annual report (FFY 2016)
2. PaRC Customer Satisfaction Survey
3. Review of items in 2016's Attachment 4.2(c)
4. Comments received at 2017 State Plan Meetings
5. Rehabilitation Services Administration (RSA) Monitoring Report
6. Statewide Needs Assessment
7. Comprehensive Statewide Needs Assessment FFY 2017 & 2018 Office of Vocational Rehabilitation and Institute on Disabilities at Temple University Project Proposal
8. Workforce Development Statistics
9. Local Citizen Advisory Committees (CAC) meetings and/or minutes as well as calls and meetings with CAC Chairs and the PaRC Executive Committee

## Commendations:

The PaRC's efforts have benefited from a strong partnership with the leadership of OVR. The PaRC commends OVR's leadership for:

- A. Encouraging and supporting stakeholder input, based on their involvement in the Pennsylvania Disability Employment & Empowerment Summit (PADES) and transition conferences, and the customer satisfaction advisory committee meetings;
- B. The number of hours they have committed to learn and implement new Workforce Innovation and Opportunity Act (WIOA) regulations and provide the PaRC with WIOA Wednesday updates;
- C. The creation and implementation of Innovation and Expansion Grants.
- D. OVR participation in and support of local CAC meetings, participating in and developing minutes for calls and meetings with CAC Chairs and the PaRC Executive Committee; and
- E. Their leadership of postsecondary education opportunities for the intellectual disability community through the Access College Employment Success (ACES) grant to Dream Partnership.

## 1. Transition

**ISSUE:** Support for students with disabilities age 14 to 21 is critical to creating an expectation of competitive, integrated employment as they transition into adulthood. For example, post-secondary education programs are beginning to demonstrate successful employment outcomes for people with intellectual disabilities. It is therefore critical that programs be available throughout the state to help transition age youth become working adults. The state plan specifically highlights the work of ACES grant and Dream Partnership's work in developing PSE programs. In a 2016 Executive Order, Governor Wolfe specifically recommends the continuation of the ACES grant.

## RECOMMENDATIONS:

- A. Work with the Youth Leadership Network and Youth Workforce Investment Boards.



- B. Continue developing and strengthening relationships with the Department of Human Services—including the Office of Developmental Programs—and Department of Education to provide services to transition age youth.
- C. Provide data assessing the effectiveness of the Early Reach program and other programs that target transition age youth.
- D. Continue to award and monitor innovation grants to programs developing pre-employment transition services for students with disabilities.
- E. Continue to fund the ACES grant for continued expansion of PSE programs in PA. The ACES grant should contain student/parent outreach opportunities for students age 14 to 21.
- F. Document and share "Success Stories" to show youth and parents how services can help create positive employment outcomes.

## **2. Training for OVR Staff and Counselors of Consumer Customers**

**ISSUE:** The public face of OVR is and should remain one that is understanding and helps people with disabilities to achieve competitive, integrated employment goals.

### **RECOMMENDATIONS:**

- A. Continue working to improve consumer customer satisfaction.
- B. Develop and test strategies for improving response rates for the consumer customer satisfaction survey.
- C. Train placement counselors reinstated or VR counselors to do federal resumes and Schedule A paperwork to get some customers placed in highly competitive employment.

## **3. CACs (Citizen Advisory Committees)**

**ISSUE:** CACs are a critical connection between OVR and consumer customers. Each OVR district has its own process for CAC meetings and meeting notification.

### **RECOMMENDATIONS:**

- A. Take a more active role in the guidance and development of the CACs and have an open line of communication with the PaRC when issues arise.
- B. Issue a memo to district administrators on expectations for utilizing and promoting CACs.
- C. Gather and share best practices among the CACs.
- D. Continue to advise the CACs on using the PaRC's website for publically posting CAC agendas and minutes.
- E. Implement the recommendations on CACs sent by the PaRC to the OVR Executive Director in 2016.
- F. Discuss CAC progress and activities at district administrator meetings and training activities.
- G. Consider using OVR's social media platforms to advertise CAC meetings.
- H. Establish guidelines that allow CAC members to communicate with OVR central office staff when they need assistance.

## **4. Information Sharing**

**ISSUE:** Accessible and timely information is important to consumer customers (Pennsylvania's Workforce Development Plan [PY 2016-PY 2019], Page 110) because it allows greater engagement and involvement and leads to a positive customer experience.

### **RECOMMENDATIONS:**

- A. Use current technologies, such as e-mail and text messages, along with older communication technologies to communicate with consumer customers.
- B. Make sure all OVR communications are accessible.
- C. Make sure that accommodations such as captioning are available at all public OVR meetings.

- D. Review lead times for dissemination of information to make sure it is far enough ahead to ensure all stakeholders have sufficient time to review, react and respond to opportunities.

## 5. Partnership with the PaRC

**ISSUE:** Collaboration between PaRC and OVR has provided mutual benefit for reviewing policies and priorities.

### **RECOMMENDATIONS:**

- A. Continue OVR leadership's collaboration with the PaRC.
- B. Continue PaRC involvement in developing, reviewing, implementing, and evaluating OVR policy.
- C. Include the PaRC in OVR training and activities.

## 6. OVR Staff and Counselors as Role Models

**ISSUE:** OVR counselors, managers, and other staff with disabilities provide positive role models and examples for people with disabilities. This is a benefit to both consumer and business customers because it demonstrates the employment potential of people with disabilities.

### **RECOMMENDATIONS:**

- A. Continue to recruit people with disabilities and other underrepresented groups into counselor and leadership roles within OVR.
- B. Review available hiring data and report on how the number of OVR staff with disabilities is changing over time.
- C. Have OVR counselors share OVR openings with customers as appropriate.

## 7. Policy Evaluation

**ISSUE:** Rigorous assessment of policy impacts is critical when OVR makes a policy change intended to achieve certain goals (or for which there is a concern about adverse consequences).

### **RECOMMENDATIONS:**

- A. For any substantive policy change, decide whether an evaluation is needed and if it is, create an evaluation plan.
- B. Monitor the outcomes of those affected by policy changes for a long enough period to understand the changes' longer term effects.

## 8. Customer Choice

**ISSUE:** Long waiting times for orientation and mobility training create a barrier to timely, effective service provision.

### **RECOMMENDATIONS:**

- A. Customers who require orientation and mobility training should receive those services within 45 days of service approval.
- B. OVR should work to approve enough orientation and mobility training vendors so that it can provide services within the goal of 45 days.



*Members at a Full Council Meeting*



# PaRC Responsibilities and Goals for 2017-2018 by Committee

## OVR Policy & State Plan Committee (OPSPC)

### Responsibilities

1. Lead the Council's involvement in producing the VR Portion of the Combined State Plan (Plan)
  - a. Develop the Pennsylvania Rehabilitation Council's (Council's) section of the Plan
  - b. Review and provide feedback to the Office of Vocational Rehabilitation (OVR) about its sections of the Plan
  - c. Attend public meetings for the Plan
2. Support and attend public forums related to OVR and/or the employment of people with disabilities
3. Review, analyze, and provide feedback to OVR and Council on OVR policies and procedures

### Goals FY2018

#### **Goal 1: Maintain a positive working relationship with the Department of Labor and Industry, OVR and Bureau of Workforce Partnership & Operations.**

##### **Steps to achieve the goal:**

- A. Use the OPSPC to engage OVR and other partners about employment policies and procedures. Create dialogues with these partners that help advance the Council's mission.

#### **Goal 2: Support the development of the Plan.**

##### **Steps to achieve the goal:**

- A. Consulting OVR's timeline for development of the Plan, establish with OVR deadlines for OPSPC and Council involvement and input for the Plan. OPSPC will work to have the Council meet its various deadlines regarding the Plan.
- B. Identify and review input into the Plan from:
  - a. The various OVR advisory bodies,
  - b. Previous public hearing comments, and
  - c. OVR customer satisfaction survey results.
- C. Review with OVR the status of and progress with the current Plan during select OPSPC meetings and at all Full Council meetings.

#### **Goal 3: Monitoring of OVR policies and procedures.**

##### **Steps to achieve the goal:**

- A. Participate in OVR workgroups formed to draft new policies or revise existing policies.
- B. Verify that Council staff has complete and current counselor manuals, numbered memoranda, etc. in the office reference library.
- C. Review any memorandums OVR sends to the Council.
- D. Ensure Citizen Advisory Committees' (CACs') access to OVR policies and procedures for review and comment, so that the Council may have an opportunity to incorporate CAC input into its own feedback.  
Evaluate the effects of program policy changes.

## Legislative Committee

#### **Goal #1: Increase the PaRC's advocacy on behalf of persons with disabilities in regards to obtaining and maintaining employment**

**Step to achieve goal:**

1. Continuously monitor, review, and prioritize pending State and Federal Legislation that directly or indirectly affects the employment of people with disabilities. This would include making recommendations to the Executive Committee and/or the Full Council to oppose or support particular State or Federal initiatives.
2. Make at least one trip to Washington to meet with the PA delegation to Congress, to position the PaRC as a resource to federal legislators concerning legislation and services for persons with disabilities.
3. Visit state legislators in Harrisburg at least twice a year and their district offices to advocate for legislation that has an impact on the disability community, particularly related to employment.
4. Continually monitor information, resources and disseminate information to the PaRC's Legislative Network through Legislative updates and Legislative Alerts.
5. Educate and train new committee and Council members on how to advocate with legislators on the local level and nationally.

**Goal #2: Increase advocacy on behalf of the returning disabled veterans who are seeking employment and employment supports through Pennsylvania state services.****Step to achieve goal:**

1. Invite speakers, to at least one Full Council Meeting, time permitting, from different veteran's organizations to educate Council members on how to advocate for support services and encourage reciprocal participation by Council members in their organization.
2. Meet with Veteran Advocates in District Offices to gain a better understanding of the needs of returning Veterans seeking employment.

**Goal #3: Develop collaborative relationships with other organizations, which have similar missions and mutual legislative goals, to maximize our combined legislative impact for people with disabilities.****Step to achieve goal:**

1. Work with the SILC, Workforce Investment Boards, PACARES, the OVR Board, the Pennsylvania Youth Leadership Network, the Disability Budget Coalition, the Governor's Advisory Council and any other organizations as deemed appropriate.

**Customer Satisfaction Committee**

**Goal #1:** Partner with OVR to review, evaluate and make recommendations based on results on the combined Customer Satisfaction Survey.

- Evaluate data on a quarterly basis.
- Evaluate questions and recipients on an annual basis.
- Provide specific recommendations to increase survey responses and improve customer satisfaction.

**Goal #2:** Partner with OVR to develop, implement and review the comprehensive statewide needs assessment survey.

**Goal #3:** Partner with OVR to review due process issues to assure good quality outcomes for consumer customers. OVR will share same report that goes to OVR Board on a quarterly basis.

- Review the due process reports on quarterly conference calls and follow-up, as necessary.

**Transition & Education Committee**

**Goal #1:** Participation at the Transition Conference and the PA Department of Education's (PADES) annual conference for awareness on what the PaRC does and our purpose.

**Steps to achieve the goal:**

- a). Participation in the Transition Conference - August 9 – 11, 2017
  - identify who will attend
  - complete appropriate forms/payment for exhibiting
  - coordinate with attendees/staff what materials will be needed on Exhibit table
- b). Participation in the PADES Conference – TBA
  - identify who will attend
  - complete appropriate forms/payment for exhibiting
  - coordinate with attendees/staff what materials will be needed on exhibit table

**Goal #2:** Improve communication with Bureau of Special Education regarding transition.

**Steps to achieve the goal:**

- a). Attend PA Secondary Transition Community of Practice State Leadership Team mtgs.
- b). Ensure that PDE/BSE representative or designee reports at each Transition/Education Committee meeting
- c). Ensure that a *State of Transition in PA* report from PDE/BSE is provided at each quarterly PaRC meeting.

**Goal #3:** Monitor the increase of competitive integrated employment options through the implementation of the Employment First Executive Order and any legislation.

**Steps to achieve the goal:**

- a). Participate in webinars – Devon Grant provides monthly through Employment First State mentoring program

**Goal #4:** Committee will work with OVR and the Department of Education to teach schools best practices regarding transition throughout the State.

**Steps to achieve the goal:**

- a). Coordinate with OVR and PDE/BSE on trainings being held by PaTTAN, PDE/BSE, OVR, PEAL Center, etc.
- b). When possible, participate in trainings with PaTTAN, PDE and OVR.

**Goal #5:** To have OVR evaluate their policies and training programs at Hiram G. Andrews to assure that students are receiving top technical training and certifications in an integrated setting, so that graduates are job ready.

**Steps to achieve the goal:**

- a). Evaluate the steps being taken to ensure students without disabilities are being included in HGAC programs to ensure it is an integrated setting.
- b). Evaluate and monitor the resources at HGAC to ensure they are up-to-date and are conducive to attracting students to the programs.
- c). Annually tour HGAC

**Goal #6:** Annually monitor and evaluate Innovation and Expansion (I&E) grant contractor program outcomes.

**Steps to achieve the goal:**

- a). Become familiar with OVR's monitoring of the I and E grants
- b). Review reports as available with OVR staff person

**Social Media/Outreach Committee**

**Goal #1** – Promote OVR and Council's mission through the PaRC webpage, Facebook, Twitter and Instagram.

- a). Share at least 3 stories per week on PaRC Facebook and Twitter. Anything regarding persons

with disabilities (pwd)/employment or interesting or viral videos/stories featuring pwd to engage audience and widen our online presence.

b). Make Instagram (IG) posts anytime we have a meeting or photo op with council members.

c). Possibly post a picture of each council member and a few "about me" sentences to FB, IG and Twitter once a week, so the public can know who is representing them each week or every other week.

**Goal #2** – PaRC representation at various events across the state to promote PaRC and OVR.

a). Attend as many events each year as we can related to disability issues, employment, etc. across the state. Set up resource table, etc.

**Goal #3** – Publish Success Stories from consumer and business customers to inform the public about OVR services. As funds are available.

a). Publish at least 3 stories from OVR consumer customers per year or as funds are available.

b). Publish at least 2 stories from OVR business customers per year as funds are available.

### **CareerLink/WIOA Committee**

**Goal # 1** – Work with OVR to help the State Workforce Development Board (SWDB) to ensure each CareerLink is physically and programmatically accessible at all its locations.

a). Work with OVR and SWDB to review and improve all training practices; need to know what they are and if they are working.

b). Work with OVR and SWDB to review and improve physical site locations.

**Goal # 2** – Identify, review and monitor the CareerLink reportage system for both the Department of Labor and Industry and Equal Opportunity Commission (EOC).

a). Staff will continue to seek representatives from the EOC and State Workforce Development Board to report out on statistics/issues regarding employment for persons with disabilities.

**Goal # 3** – Increase the PaRC's participation in state and local WDB meetings.

a). Educate/advocate about the PaRC and OVR and learn about what state & local boards are doing in the state.

**Goal # 4:** - Work with OVR and SWDB to understand all provisions of WIOA and how they impact persons with disabilities.

a). Members will review the WIOA weekly update from Cindy Mundis (OVR) and keep the Council informed.

### **Executive Committee**

**Goal #1:** Continue to improve relationships and collaboration with the PA State Board of Vocational Rehabilitation, the Citizen Advisory Committees and other stakeholder organizations in the Commonwealth to avoid duplication of efforts and enhance the number of individuals served.

a). Provide support and guidance on quarterly calls with CAC chairs. Also help develop a handbook/ training manual, bylaws, agendas, invitations, topics/ project lists, etc.

b). Continue to attend OVR Board Meetings and invite board members to council meetings, special projects, and retreats

c). Continue to partner with OVR, State Independent Living Center (SILC), Client Assistance Program (CAP), Disability Rights PA (DRPA), on issues affecting persons with disabilities and employment.

**Goal #2:** Continue to provide leadership and guidance to new and all members and committees in accordance with the mission and bylaws of the Council and the Rehabilitation Act as amended by WIOA 2014.

a). Past chair and chair should provide ongoing support and encouragement to new members. New council members should have opportunities to attend conferences and trainings to increase their knowledge base. New members should be given the opportunity to ask questions of both council members and OVR staff.

**Goal #3:** Continue to increase public awareness in Pennsylvania about OVR services and the Council's mission and responsibilities through increased attendance and participation by council members at stakeholder meetings, youth organization and disability and civic organizations.

a). Attend conferences/trainings and expos to highlight both the Council and OVR Transition conference, PADES conference, NRA, NCSRC, Blind Expo, Deaf and Hard of Hearing, Social media and outreach committee events, projects, success stories, etc.

**Goal #4:** Continue oversight of the following: PaRC budget, quarterly meeting agendas, annual report, strategic planning, annual retreat, member recruitment, election of officers and annually review bylaws with any revisions with the members.

a). Each member on the committee should provide input and help with these duties as listed in the goal.



*Members Claire Senita, Bill Chrisner, Bob Fox, Passle Helminski and Heidi Tuszynski meeting with Michael Gamel-McCormic and Gillian Muellar of Senator Casey's office.*



If you are interested in becoming a PaRC member, please review the standards below that members have developed.

## **PaRC Standard of Expectations**

### **Active Participation:**

In order to fulfill its federal requirements, the Rehabilitation Council must have active participation by its members. Active participation is defined as:

- Attend all four (4) of the scheduled full Council meetings in any fiscal year. Severe weather and personal emergencies are understandable exceptions.
- Participate on at least one standing committee or ad-hoc committee during the fiscal year.
- Respond to action items during or between Council meetings. Examples may include, but are not limited to:
  - Review of support documents for meeting action items.
  - Review and return of surveys, draft documents, etc. when requested.
- Attend Office of Vocational Rehabilitation public meetings, State Board meetings, Consumer Advisory Committee meetings, etc. when feasible.

### **Represent the Rehabilitation Council in Meeting and Work Groups:**

Although members represent diverse constituencies and points of view, it is important for the Rehabilitation Council to speak as a single entity in meetings and work groups. The Council recognizes that individuals may also wish to convey additional opinions or information during discussions. In order to assure consistency without restricting members' actions, the following guidelines were adopted on April 14, 1999:

If a Rehabilitation Council member is serving on a rehabilitation related work group, committee or is giving testimony as a ***designated and official spokesperson of Council***, the following guidelines will apply:

- The Council member shall state that s/he is representing the Rehabilitation Council.
- The Council member shall state the Council's official position on the subject being discussed if one exists or is known. If the Council's official position is unknown or has not been developed, the Council representative shall indicate that s/he will request the Council's office to forward the position or ask the Council to review the subject and render an official position if one is needed.
- The Council member may have a different, personal opinion on the subject being discussed. If this is so, the Council member should state that it is a personal opinion and not the official position of PA-Rehabilitation Council.
- The Council member shall not commit financial support and/or other resources of the Council to any non-RC committee, workgroup, function, etc., without the previous authorization of PA-Rehabilitation Council.
- In order to receive reimbursement for expenses occurred while acting as a designated Council spokesperson, the member shall follow established procedures for obtaining reimbursement.

These objectives are meant solely to improve and expedite the accomplishments of the Rehabilitation Council, so as to better the lives of persons with disabilities. Your cooperation and time are appreciated.

If you are interested in becoming a member and can meet the expectations, please complete the Appointment Request Form on the next page and return to: Pennsylvania Rehabilitation Council Office, 55 Utley Drive, Camp Hill PA 17011. Also, forward a word document of your resume and two references familiar with your disability related work/experiences to [racucpca@parac.org](mailto:racucpca@parac.org).

***When the Appointment Request Form, Resume and References have been received in the office, the PaRC members review them and make recommendations to the Governor's Office. The Governor appoints all members.***





# Pennsylvania Rehabilitation Council

Office Location/Mailing Address: 55 Utley Drive, Camp Hill, PA 17011  
 voice (717) 975-2004 or (888) 250-5175 tty (717) 737-0158 fax (888) 524-9282  
 email [racucpca@parac.org](mailto:racucpca@parac.org) www.[parac.org](http://www.parac.org)

<b>APPOINTMENT REQUEST FORM</b>			
NAME		*SS #	
* HOME ADDRESS (include geographic region – i.e. western PA, southeastern PA, etc.)			
PHONE	FAX	EMAIL (if applicable)	
EMPLOYER (if applicable)			
ADDRESS		Underline the category/categories that you could represent on the council (underline as many as apply):	
PHONE	FAX	EMAIL (if applicable)	State Independent Living Council (SILC) Individuals with Disabilities Act (IDEA) Client Assistance Program (CAP) OVR Customer (Past/Present) Human Resources Investment Council (HRIC) State Dept. Of Education Rehabilitation Counselor Community Rehab Provider Education Service Provider Business/Labor/Industry Physical Disability Cognitive Disability Sensory Disability Psychiatric Disability Intellectual Disabilities General Advocate
(responding to these questions is voluntary) ARE YOU:			
A PERSON WITH A DISABILITY? ___ YES ___ NO			
If Yes, Nature of Disability _____			
A FAMILY MEMBER OF A PERSON W/ A DISABILITY? ___ YES ___ NO			
If Yes, Nature of Disability _____			
**ORGANIZATION REPRESENTING (if applicable)			
OTHER AFFILIATIONS/ORGANIZATIONS			
BRIEFLY DESCRIBE HOW YOUR SKILLS, EXPERIENCE, ETC. MATCH THE ROLE AND RESPONSIBILITIES OF THE REHABILITATION COUNCIL.			
SIGNATURE		DATE	

*\*Please Attach a Resume or Brief Biography and two written references. Documents should be emailed to [racucpca@parac.org](mailto:racucpca@parac.org) in word document format.*

\* This information is required by the Executive Office for all appointments made by the Governor.  
 \*\* Please Note: RC appointments are by individual, not organization. Alternates may attend as members of the general public, however they may not vote on any action items. Form revised 10/15.

**FOLD**

**RETURN ADDRESS**

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**Pennsylvania Rehabilitation Council  
55 Utley Drive  
Camp Hill, PA 17011**

**FOLD**



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email [racucpca@parac.org](mailto:racucpca@parac.org) [www.parac.org](http://www.parac.org)

## Meeting Schedule for Calendar Year 2018

- ❖ March 7, 2018 (Wednesday)  
Harrisburg – Hilton & Towers
  
- ❖ May 2, 2018 (Wednesday)  
Harrisburg – Hilton & Towers
  
- ❖ August 22, 2018 (Wednesday)  
Harrisburg – Hilton & Towers
  
- ❖ October 24, 2018 (Wednesday)  
Harrisburg – Hilton & Towers

**These meetings are open to the public. For more information or for persons who require special arrangements including a sign language interpreter, real time captioning, or alternate format, contact the PaRC Office at (717) 975-2004.**

**We welcome any questions or comments you may have and appreciate your interest in the work of the Council.**

# PENNSYLVANIA REHABILITATION COUNCIL

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Submitted To:

The Pennsylvania Legislature

The Rehabilitation Services Administration

Tom Wolf, Governor of Pennsylvania

The State Board of the Office of Vocational Rehabilitation

The Pennsylvania Workforce Development Board

In compliance with the Rehabilitation Act of 1973, as amended by WIOA 2014.

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