



2014 SRC ANNUAL REPORT

Guam State Rehabilitation Council



VISION: The Guam State Rehabilitation Council envisions as island community taking full advantage of the services and opportunities that meet their needs, dreams and aspirations leading toward a better quality of life and having positive access to vocational rehabilitation programs and services that are timely, effective and culturally competent.

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MESSAGE FROM THE CHAIRPERSON



Hafa Adai!

During my second term as the Guam State Rehabilitation Council (GSRC) Chair, I am proud of our efforts to build and strengthen our partnership with the Division of Vocational Rehabilitation (DVR) so that together we can better serve our island community most especially individuals with disabilities to find meaningful and sustainable employment.

In 2014, the Council remained committed to participating in the development and implementation of the Guam Division of Vocational Rehabilitation State and Supported Employment Plan and triennial Comprehensive Needs Assessment. This year, the GSRC developed a vision statement and was able to establish its own identity with the development of its own logo which was designed by a VR client.

This upcoming year, the GSRC will continue its efforts to educate and advocate for individuals with disabilities. It will work to better inform all stakeholder of the role of the GSRC and its advocacy efforts and to enhance its knowledge of the needs of the stakeholders. To accomplish this, the GSRC in partnership with DVR will look into holding public forums and meetings designed to gather the input of the community on how to better improve VR services and programs. In this strategic partnership, we will help to promote and encourage the voice of the people to be heard. As a Council, we want to see DVR meet the highest standard of excellence in serving Guam's disability community.

I am pleased to report on the work and accomplishments of the Council and would like to thank the council members for their dedication as advocates for all Guamanians with disabilities.

Si Yu'os Ma'ase

Lourdes AG Mesa, M.Ed.

Chairperson

Guam State Rehabilitation Council

MESSAGE FROM THE ACTING VR ADMINISTRATOR



Hafa Adai Guam:

The Guam Division of Vocational Rehabilitation (DVR) is a division under the Department of Integrated Services for Individuals with Disabilities (DISID). DVR works in partnership with the State Rehabilitation Council (SRC). The partnership is to develop, agree to, and review of State goals and priorities in accordance with 361.29(c) and evaluate the effectiveness of the vocational rehabilitation program and submit reports of progress.

My challenges are still the same as the last fiscal year and that is the hiring of two critical positions; which are the Vocational Rehabilitation Counselor Supervisor, (VRCS) and the Vocational Rehabilitation Administrator, (VRA). The position of the VRCS is a very critical position because of the responsibilities it entails which is to oversee the case management of the VR program. The responsibilities of the VRA are to administer the operation of DVR. As for our accomplishment for fiscal year 2013-2014, we have successfully closed 28 clients with employment outcomes. Some of these individuals were recognized along with employers on October 29, 2014 when DVR held its recognition event at the Leo Palace Hotel. Some clients were not able to make it to the event because they did not want to miss work.

Guam DVR has begun the comprehensive needs assessment with San Diego State University. The target completion date for needs assessment will be around May 2015. Guam DVR will work collaboratively with SRC to complete the needs assessment. Guam DVR is moving forward as well to secure our case management systems and by 2015.

Guam DVR is pressing forward with pressing issues such as improving our transitioning of students with disabilities from high school to the world of work or postsecondary. Guam DVR is preparing for the amendments of the Workforce Investment Opportunity Act of 2014. Guam DVR is looking forward in creating variety of employment goals for clients to include self-employment, improving supported employment and entice more community rehabilitation programs. Guam DVR will continue working in partnership with SRC to improve services for individuals with disabilities on Guam.

Sincerely,

Kasinda C. Ludwig, M.S., CRC

Acting, Vocational Rehabilitation Administrator

MESSAGE FROM THE DISID DIRECTOR



Buenas yan Hafa Adai! On behalf of Governor Eddie Baza Calvo, Lt. Governor Ray Tenorio, the Staff and Mgt. of the Department of Integrated Services for Individuals with Disabilities (DISID), and most importantly, the Clients and Families that we serve, I wish to take this opportunity to personally extend my appreciation to the members of the Guam State Rehabilitation Council (SRC) for working collaboratively with our Division of Vocational Rehabilitation (DVR) Staff in preparing this FY 2013-2014 Annual Report.

As the Director of the Designated State Agency (DSA), I am responsible for supervising and administering the DVR State Plan along with helping to facilitate the submission of the SRC membership nominations for appointment approval by the Governor so that the SRC is fully constituted. It is also my responsibility to ensure that the SRC is provided adequate funding support to develop a Resource and Management Plan in carrying out its responsibilities and duties as mandated under the Rehabilitation Act of 1973, as amended.

Guam is very blessed to have such a dynamic and engaged SRC that fully understands their role and responsibilities of reviewing analyzing, and advising the Designated State Unit (DSU) in regards to the performance of its responsibilities including the extent, scope, and effectiveness of services that are provided under Title I of the Rehab Act.

The Guam SRC has also been actively involved in conducting outreach activities within the community and coordinating with other Councils, including the Guam Statewide Independent Living Council (SILC), the Guam Advisory Panel on Students with Disabilities (GAPSD), the Guam System for Assistive Technology (GSAT) Advisory Council and the Guam Developmental Disabilities Planning Council (GDDC).

I commend the Guam SRC for their commitment and due diligence in providing constructive input towards the State plan for vocational rehabilitation services, the strategic plan and amendments to the plans, reports, needs assessments, and evaluations required by Title I including the review and analysis of the effectiveness of the VR Program services through the consumer satisfaction survey.

Si Yu'os Ma'ase for all that you do for our VR Clients and their families.

Benito S. Servino, M.S.
Director, DISID

INTRODUCTION



The Guam State Rehabilitation Council (SRC) was mandated as outlined in Section 101 (a)(36) and Section 105 of the Rehabilitation Act of 1973, as amended by the Rehabilitation Act Amendment of 1998 (Public Law 105-220). This Act governs, regulates and funds the Vocational Rehabilitation (VR) Program.

The Council is composed of a group of interested individuals throughout the island, a majority of who are individuals with disabilities, whose collective purpose, in partnership with the Division of Vocational Rehabilitation (DVR), to review, analyze and advise regarding Guam's Division of Vocational Rehabilitation Program.



September 18, 2014 SRC Quarterly General Membership Meeting held at the Governor's Conference Room

Members are selected based on their expertise and their representation of a variety of interest and perspectives from throughout the island. All Council members have a responsibility to bring the experience and perspective of the residents of Guam regarding the provision of Vocational Rehabilitation Program Services to the Council. This creates a line of communication in which the perspective of a broad array of consumers, employers, service providers, parents, and profession can be heard.



MISSION

The mission of the Guam State Rehabilitation Council (SRC) is to provide the Division of Vocational Rehabilitation (DVR) with an external Consumer oriented perspective. The Council provides Clients of DVR with a mechanism to influence the direction of rehabilitation programs on Guam within the systemic policy level.

VISION

The Guam State Rehabilitation Council envisions an island community taking full advantage of the services and opportunities that meet their needs, dreams and aspirations leading toward a better quality of life and having positive access to vocational rehabilitation programs and services that are timely, effective and culturally competent.

COUNCIL PURPOSE AND FUNCTIONS

The Council shall, after consulting with the State workforce investment board:

- ❖ Review, analyze, and advise the Guam Division of Vocational Rehabilitation (DVR) regarding the performance of the responsibilities of the unit under this title, particularly responsibilities relating to eligibility, effectiveness of services provided and functions performed by State agencies that affect the ability of individuals with disabilities to achieve employment.
- ❖ In partnership with DVR— Develop, agree to, and review State goals and priorities and evaluate the effectiveness of the vocational rehabilitation program and submit reports of progress to the Commissioner.
- ❖ Advise the Guam Department of Integrated Services for Individuals with Disabilities (DISID) and the Division of Vocational Rehabilitation (DVR) regarding vocational rehabilitation activities.
- ❖ Review and analyze the effectiveness of, and the consumer satisfaction with the functions performed by DVR, vocational rehabilitation services provided by the DVR and other entities and the employment outcomes achieved by eligible individuals.
- ❖ Prepare and submit an annual report to the Governor and the Commissioner on the status of vocational rehabilitation programs and make the report available to the public.
- ❖ Coordinate activities of the SRC with the activities of other councils such as the State Independent Living Council (SILC), the Guam Advisory Panel for Students with Disabilities (GAPSD), the State Development Disabilities Council, the State Mental Health Planning Council and the State Workforce Investment Board.
- ❖ Provide for coordination and the establishment of working relationship between the DSA and the SILC and Centers for Independent Living (CIL) within the State.
- ❖ Perform such other functions, consistent with the purpose of this title, as the SRC determines to be appropriate, that are comparable to the other functions performed by the Council.

GUAM SRC STANDING COMMITTEES

The **Executive Committee** manages the business and affairs of the Council and establishes the agenda for the SRC quarterly meetings. The members of the Executive Committee shall be the officers of the Council and chair and vice-chair of each standing committees. Ex-officio members include the Vocational Rehabilitation Administrator (VRA).



April 1, 2014 SRC Executive Committee Meeting at Guma TASA in Mangilao

The **Outreach Committee** oversees all program planning and program review related to providing outreach to the disability community and state and federal collaborators. This committee is responsible for developing appropriate SRC publications and advising Guam DVR on forum for consumer input. Subcommittees under Outreach include

- **Comprehensive Statewide Needs Assessment and Consumer's Satisfaction Survey.** Federal regulations require the state VR agency and the SRC to conduct a comprehensive statewide needs assessment every three years and the Consumer's Satisfaction Survey annually.



July 3, 2014 Outreach Committee Work Session at Jamaican Grill at the Chamorro Village

The **Planning and Resources Development Committee** is responsible for reviewing and providing advice and guidance to the Guam DVR related to recruitment, training and utilization of its human resources. This included providing comments related to fiscal and operating program plans, plans of work and strategies. Subcommittees under the PRDC include

- **Membership & Resources Committee** which facilitates the recruitment, replacement and nomination of SRC members; coordinates orientation of new members; coordinates with the SRC treasurer/budget officer to develop the council budget.
- **SRC Handbook and Annual Report Committee** is responsible for the development/updates of the SRC Handbook and the SRC Annual Report.



September 25, 2014 Planning & Resources Development Committee Meeting at Port of Mocha in Hagatna

The **Services Committee** addresses matters related to reviewing, analyzing, and advising on policy regulator, VR services, and ensures that the mandates set forth in the Rehabilitation Act are carried out in the written plan for the delivery of state VR services. This committee reviews performance related to the Hearing Officers and participates in their selection. The Subcommittees under the SERVICES include

- **State, Strategic and Supported Employment Plans Committee** which assists in the development of the State plan and amendments to the plan, applications, reports, needs assessment and evaluations as required and is responsible for the implementation of the Strategic and Supported Employment Plans.
- **Service Manual Committee** is responsible for reviewing and providing advice to Guam DVR on the development, implementation, and revision of VR policies and procedures for the State Rehabilitation Services Manual.
- **Impartial Hearing Committee** is responsible for the requirements of client services for the Client Assistance Program (CAP)-Administrative Review, Mediation or Impartial Hearing.



February 14, 2014 Services "SRC Website" Work Session at the DVR Conference Room

SUCCESS STORY: BASILIO LAXAMANA



Basilio Laxamana was 17 years old when he started working in the kitchen of the first Jamaican Grill restaurant which is located in the Chamorro Village. He was referred for an on the job training by the Division of Vocational Rehabilitation. Basilio learned about kitchen safety, how to wears gloves when handling spices, and to measure accurately. He also makes certain the waitresses have ice for their stations. “We develop with him, find out what his strengths are, till we got that down pat”, said Mr. Tim Murphy, Jamaican Grill co-owner.

Throughout the years, Basilio held various tasks, but he’s at his very best preparing meats with JG’s secret recipe. He can marinate up to a 100 cases of chicken which are distributed to Jamaican Grills’ two other restaurant locations as well as for takeout orders. Basilio starts his day at 5:00am. He rides the public transit bus, and is always the first one to arrive at the restaurant. Mr. Murphy said that Basilio cares about and loves his job, so he puts pressure on himself to get the job done right. “The positives outweigh whatever the challenges are so we don’t even notice his disability”, added Mr. Murphy. “The end result is having an employee who feels good about himself who is quite capable, loyal and has confidence, and who is committed to the Jamaican Grill family.”

Basilio has received the Employee of the Month and Employee of the Year awards. “People who work for me know that this is stressful work, but at the end of the day, we pat each other’s back,” said Mr. Murphy. “All the managers love working with Basilio. We don’t want to mess with a good thing. He’s the right person for us.”

Basilio can count on a steady income that allows him to contribute to his family’s household and to help his parents buy land. Basilio said from the start that his family has been very supportive of his work. When he is not working, Basilio enjoys watching the Food Network Channel. His favorite chefs are Gordon Ramsey and Anthony Bourdan.

SRC ACTIVITIES AND ACCOMPLISHMENTS



- ✚ Held three strategic planning sessions, the first two in October at the Guam Center for Independent Living (GCIL) and the third in November at the Division of Vocational Rehabilitation (DVR) to develop a strategic action plan to achieve its mandates for the upcoming year.
- ✚ Developed a resource plan necessary to carry out SRC functions and responsibilities.
- ✚ Participated in Guam DVR Employment Awareness Conference at the Marriott Resort & Spa on October 25 in recognition of October as National Disabilities Employment Awareness Month (NDEAM).
- ✚ Held elections for SRC Officers and Committee Chairs & Vice-Chairs during the December 19 SRC quarterly general membership meeting.
- ✚ Developed a SRC membership application form which was adopted on December 19, 2014.
- ✚ Develop a recommendation format which will be utilized to formally document the recommendations by the SRC to the Division of Vocational Rehabilitation (DVR). This is based on state plan section related to input from the SRC.



SRC Members attend the 2013 NDEAM Employment Awareness Month Conference at the Marriott Hotel

- ✚ Established a Business Outreach Strategy to support the development of and increase business community partnerships with the Division of Vocational Rehabilitation.
- ✚ Submitted SRC annual report to the Governor, RSA Commissioner, and other required individuals and posted the report online at the Guam SRC new website.
- ✚ Advocated for the re-opening of the Guam Center for Independent Living (GCIL). Several stakeholders in the community came together on February 5 at the Governor's

conference room to discuss the importance of Guam having its own stand alone center for independent living.

- ✚ Participated in the Guam DD Council's March activities including the Proclamation signing on February 28 and the Family Fun Day on March 29 to recognize March as Developmental Disabilities Awareness Month.
- ✚ Conducted outreach and set up a display at the Guam System for Assistive Technology (GSAT) Fair on March 1 at the Micronesia Mall and at the March 28 GSAT Conference which was held at the Westin Resort in celebration of GSAT's 20 years of program existence and the impact it has had on the independence and quality of life experienced by individuals with disabilities on Guam.



SRC Outreach Display at the March 1 GSAT Fair at the Micronesia Mall

- ✚ The SRC Chair and Vice-Chair together with the Acting VR Administrator, VR Counselors and VR workers from the Division of Vocational Rehabilitation, attended the March 6 Mellivora Group Autism Conference which was held at the Guam Hilton Resort & Spa.
- ✚ Elected Council member Roberta Perez as the new SRC Vice-Chair during the March 20 SRC quarterly general membership meeting.
- ✚ Adopted policies relating to Proxies, SRC Elections and Terms of Office, DVR as Support, Accommodations, Compensation and Expenses for Council members, comment period for SRC action items and amended the Council travel requirements during the March 20 SRC meeting.
- ✚ Adopted a Vision Statement. The SRC recognizes Council members Peter Barcinas, Carla Torres and Edmund Cruz for providing their recommendations. The Council voted on the vision statement submitted by Mr. Barcinas.
- ✚ Approved their official logo which was designed by Clinton Mesa, a VR client.
- ✚ Represented the Council at the 2014 Spring National Coalition for State Rehabilitation Councils (NCSRC) leadership trainings and the Council of State Administrators for Vocational Rehabilitation (CSAVR) conference in Bethesda, MD.

- ✚ Joined the Acting VR Administrator for hill visits in Washington, DC in April.
- ✚ Set up a display and participated in the Autism Community Together's (ACT) 7th annual Autism Awareness Fair which was held April 5 at the Agana Shopping Center.
- ✚ Developed a website as part of their Outreach Strategic Action Plan in conjunction with a team of Guam Community College (GCC) students led by Cana Bukikosa.
- ✚ Participated in the Guam Territorial Agenda on Disabilities Forum which was sponsored by Guam CEDDERS.
- ✚ Elected Edmund Cruz to the Office of SRC Treasurer during the June 20, 2014 quarterly general membership meeting.
- ✚ Council submitted their recommendations for Attachment 4.2(c) SRC Recommendations to the 2015 Vocational Rehabilitation and Supported Employment State Plan.
- ✚ SRC membership participated in the State Plan public hearings which were held in Dededo, Merizo and Hagatna.
- ✚ The SRC reviewed and approved the draft attachments to the 2015 Vocational Rehabilitation and Supported Employment State Plan.
- ✚ Advocated for individuals with disabilities using Guam's Mass Transit system regarding increase bus fares. Provided public comments with the Guam Regional Transit Authority (GRTA) Advisory Committee and the Board.
- ✚ Nominated and received new member appointments.
- ✚ Established an ad-hoc work committee comprised of SRC and DVR reps to jointly update existing MOUs.



Outreach Chair Dawn Maka, SRC Chair Lou Ann Mesa and Acting VR Administrator Kasinda Ludwig visit with Congresswoman Madeleine Bordallo in Washington, DC. on April 8, 2014

CHALLENGES



- ❖ A fully constituted State Rehabilitation Council.
- ❖ A fully implemented and approved SRC Resource Plan.
- ❖ An office space for the Council to conduct its business.
- ❖ The hiring of a special project coordinator designated to work directly with the SRC Chair and SRC workgroup/committees to provide support, oversee the Council's special projects/programs and to assist with carrying out the SRC's numerous mandated responsibilities.
- ❖ Access to comprehensive reports and relevant data and information in a timely manner. This includes the VR program financial and expenditures report. This has directly impacted the SRC's effectiveness to carry out its mandate to review, analyze and advise the VR agency.
- ❖ Continued postponement of a joint SRC/DVR strategic planning retreat.
- ❖ Early consultation and sharing of information.
- ❖ Consumer satisfaction could not be determined with VR clients who had an Individualized Plan of Employment (IPE) and currently receiving VR services. The response rate for the Consumer Satisfaction Survey (CSS) Part 2 continues to be a problematic issue and a targeted area for improvement.



March 5, 2014 SRC Executive Committee Meeting at Guma Tasa

STRATEGIC PLANS FOR 2015

- ✓ Recruit new members to fill membership vacancies and to diversify by disability its membership composition.
- ✓ Conduct combined public forums with the Division of Vocational Rehabilitation (DVR) to gather input from critical stakeholders regarding VR services and programs for the purpose of informing the state plan and the VR services included in that plan.
- ✓ Continue building a strong and working partnership with DVR on behalf of individuals with disabilities and other stakeholders in the VR program.
- ✓ Work in partnership with DVR to fulfill its joint responsibilities as outlined in the Rehab Act.
- ✓ Plan and collaborate a joint strategic planning session with DVR and the State Independent Living Council (SILC).
- ✓ Update and fully implement the SRC Resource Plan for 2014-2015.
- ✓ Provide continuing education and outreach to the general public on the SRC and the role of the Council.
- ✓ Support DVR on marketing efforts to increase public awareness of its programs and services.
- ✓ Collaborate with DVR to conduct trainings/workshops to educate VR clients, transition students and their parents & legal guardians regarding the VR process and programs.
- ✓ To educate and enhance the skills and knowledge of SRC members on its roles and responsibilities as Council members and the programs and services within DVR.
- ✓ To participate in the triennial Comprehensive Statewide Needs Assessment.
- ✓ Receive quarterly updates from Agency Administrator regarding state plan goals & priorities.
- ✓ Receive timely comprehensive reports and data. This includes the SRC and DVR financial reports.
- ✓ Amend/revise Consumer Satisfaction Surveys (CSS) forms, instructions, and standard operating procedures and to participate in DVR's staffing meeting to educate DVR staff on implementing the CSS with accuracy and fidelity.
- ✓ Recommend DVR make all surveys and program informational materials accessible to all individuals participating in the program by considering alternative formats and languages are used.
- ✓ Outsource the Consumer Satisfaction Surveys (CSS) and the 2015 SRC Annual Report.
- ✓ Establish a MOU between the Guam SRC and DVR.
- ✓ Develop an action plan to fully implement the SRC Business Outreach Strategies.

SRC RECOMMENDATIONS TO THE 2015 VR STATE AND SUPPORTED STATE PLAN



Introduction

These recommendations represent the review process of the Guam State Rehabilitation Council (SRC) in compiling input during the various planning sessions hosted by the SRC Council and during the SRC's quarterly meetings. During these deliberations, all members of the SRC continue to review these reports and offer their input and endorsement. Recommendations include a technical section documenting the review process and the close-out/action transactions. This will serve as the SRC documentation and feedback to the DVR and for SRC state plan input. Where appropriate, recommendations align closely to the VRWA Work Areas and may be amended as needed.

Council recommendations include:

Recommendation 1: Adoption of the Vocational Rehabilitation Work Area Classification Series - The SRC introduced and adopted a Vocational Rehabilitation Work Area (VRWA) Classification System to capture the various information and work activities supporting all areas of the VR programs. This is intended as a planning guide to classify the various work areas making up Guam's VR programs and the related activities and interest areas of the SRC. This is intended to be a flexible and evolving classification system to help both the VR and SRC document its efforts and program activities.

The following VRWA classification represents first version developed by the SRC:

- VRWA 100 Administrative
- VRWA 200 Fiscal
- VRWA 300 Program Administrations
- VRWA 400 Capacity Building
- VRWA 500 Memberships
- VRWA 600 Governance & Policies
- VRWA 700 Collaboration & Partnerships
- VRWA 800 New Initiatives
- VRWA 900 Surveys and Studies

Recommendation 2: Support of the Funding for the Guam State Rehabilitation Council – Updates to 2014 funding support to the SRC noted at \$55,800.00 to be increased to the propose budget digest \$147,930.00 to address the following:

- Funding Support to SRC Standing Committee work
- Funding for SRC off-island training support
- Stipend/Reimbursement procedures/policies
- SRC Equipment
- Outsourcing of surveys and report development
- Printing of reports
- Office Space
- SRC support staff
- Website

Recommendation 3: Comprehensive Statewide Needs Assessment Action Plan - Undertaking the CSNA in a timely manner continues to be a concern for the SRC. Given the current status of the CSNA administration, the SRC is requesting the VRA to establish a 2014-2015 CSNA action plan as part of the compilation and assessment of needs for the State Plan.

The following action items/considerations are requested:

1. Provide an update of the current plan for the CSNA with San Diego State University (SDSU)
2. Develop an action plan for the 2015 CSNA to be conducted by qualified local contractors or GovGuam cooperators.

Recommendation 4: SRC and VRA Memorandum of Agreement - The SRC acknowledges the need to establish a Memorandum of Agreement between the DSU/VRA and the SRC Council to periodically review and develop appropriate state goals, to include consulting with the SRC in the development, implementation, and revision of state policies and procedures of general applicability to the provision of VR services. This is intended as a collaborative approach to strengthen and address existing policies, procedures, communications and sponsored initiatives.

Recommendation 5: VRA Program Audit and Monitoring - VR programs are subject to periodic and annual reviews by the Commissioner of the RSA under Title I of the act for compliance purposes and performance compliance under the RSA respective Titles (I, VI and VII). In presentation for this pending monitoring and compliance performance review, the SRC desires to take a proactive approach and begin its preparation for this review.

Recommendation 5: Strategic Plan Retreat and State Plan Updates - The development of the VR state plan continues to be a high priority for the SRC. The SRC as part of its collaborative role with the VR continues its efforts to requests the joint sponsorship of a VR and SRC retreat as

part of its needs assessment and evaluation of programs, initiatives, state plan goals and new interest areas.

Recommendation 7: Maintaining Industry Collaboration and Partnerships and Supporting a Fully Constituted SRC Council; SRC Business Outreach Strategy; WIA and American Jobs Center Collaboration - The SRC continues to seek out and invite prospective SRC council members to serve in various capacities in support of the goals and objectives under Guam's VR state plan. The SRC through its standing committees and working/appointed ad-hoc workgroups sponsor work plans and prepares briefing addressing strategies and action plans to support this work area.

Recommendation 8: Timely Vocational Rehabilitation CSNA and Special Needs Survey - Surveys should be contracted out either to the University of Guam, Guam Community College, or to a private company. The questions need to be focused more on the needs and goals of the clients and timelines and the effectiveness of services received. The survey questions should be client-focused and service-focused.

Recommendation 9: DVR should Contract out its Services whenever it becomes apparent that it does not have the Personnel or the Capacity to provide appropriate and timely services or perform functions needed by Clients and the SRC.

Recommendation 10: The Guam Division of Vocational Rehabilitation (DVR) will work with Guam Department of Education (GDOE), University of Guam (UOG), and Guam Community College (GCC) in completing a comprehensive policy on Transition Services as soon as possible. The policy should also include input from clients and their advocates.

Recommendation 11: Cooperative Agreements with Private Nonprofit Organizations-Eligible VR Service Providers Directory.

VRWA 602.1A Objectives

- WA 602.1A1 Develop a Guam Consumer's Employment Plan Guidebook
- WA 602.1A2 Establish a VR "Wrap-around" approach to comprehensive VR services and

Individualized Plan for employment

- ✓ WA 602.1B Actionable Strategies (Activities)
- ✓ WA602.1B1 Sponsor Guidebook Needs Assessment
- ✓ WA 602.1B1 Guidebook SOPs
- ✓ WA602.1C Outcome Indicators/Measures
- ✓ WA602.1C1 Increased VR entered employment of VR clients

Recommendation 12: Arrangements and Cooperative Agreements for the provisions of Supported Employment Services-DVR will find and develop creative and innovative strategies to identify and contract vendors to meet the needs of Clients. This is in regards to any related services, but not limited to the following: Comprehensive Vocational Assessments, Assistive Technology, Speech and Language Services, Orientation and Mobility, Transportation Needs, Job Training.

Recommendation 13: **VR and SRC Scorecard-Evaluation and Reports of Progress** - The Systems Analysis of DVR that has been recommended elsewhere should be able to identify weaknesses and strengths in DVR's approach in regards to Vocational Rehabilitation and Supported Employment Goals. Areas of concern in this analysis should include, but not be limited to, the following: comprehensive identification of services, timeliness of services, how is success being measured, client education/training for the development of skills for successful employment, studies on client success after case closure with DVR, employer education and training, establishing supports for client success, and increasing the number of qualified vendors. The results of this analysis should then be used to develop plans and strategies in addressing DVR's shortcomings and improving all services for its clients. An independent third party should conduct this systems analysis.

Recommendation 14: **SRC Outreach Initiatives** –This recommendation speaks to the need to conduct VR outreach to key external collaborators and cooperators. The need for an Outreach Strategy will allow the VR and SRC to address its communication needs of critical issues that require the support of external decision-makers in a timely and supportive manner.

The Outreach initiative calls for the establishment but not limited to the following:

1. SRC Outreach Plan
 - Promoting the services of VR
 - Consumers Guide to Supported Employment
2. SRC Financial Outreach Plan
 - SRC recommends the adoption of a resolution addressing the need to support the VR funding matching requirements.
 - This includes communicating to policymakers the urgency to support this funding request in a timely fashion.

2013 - 2014 GUAM SRC MEMBERS



Lourdes AG Mesa, SRC Chair
Represents parent of a child with a disability



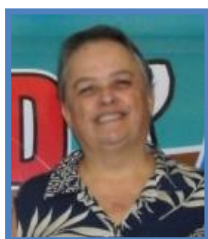
Roberta Perez, SRC Vice-Chair
Represents parent of a child with a disability



Peter Barcinas, SRC Secretary
Represents the State workforce Investment Board, University of Guam



Edmund Cruz, SRC Treasurer
Represents the Client Assistance Program



Dawn Maka
Represents individual with a disability



Tavita Faasuumalie
Represents individual with a disability



John Payne
Represents Guam Community College



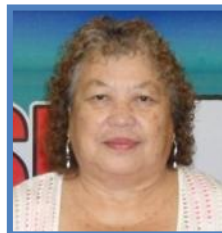
Sarah Leon Guerrero
Represents Deaf & Hard of Hearing Community



Erlinda Tydingco
Represents individual With a disability



Peter Blas
Represents individual with a disability



Lou Bitanga
Represents Community Rehabilitation Providers



Laura Taisipic
Represents Parent Training Centers

2013 – 2014 GUAM SRC MEMBERS



Rosanne Ada
*Represents Guam
DD Council (GDCC)*



Carla Torres
*Represents Guam
System for Assistive
Technology (GSAT)*



Yolanda Gabriel
*Represents State
Educational Agency,
DOE, SPED*



Evelyn Duenas
*Represents Individual
with a disability*



Barbara Johnson
*Represents Individual
With a disability*



Bernadita Grajek
*Represents Community
Rehabilitation Provider
Guma' Mami, Inc.*



Manuel Cruz
*Represent Dept.
of Labor*



Tim Murphy
*Represents Business,
Industry and Labor*



Eloise Sanchez
*Represents Business,
Industry and Labor*



Kasinda Ludwig
*Represents VR
Administrator*



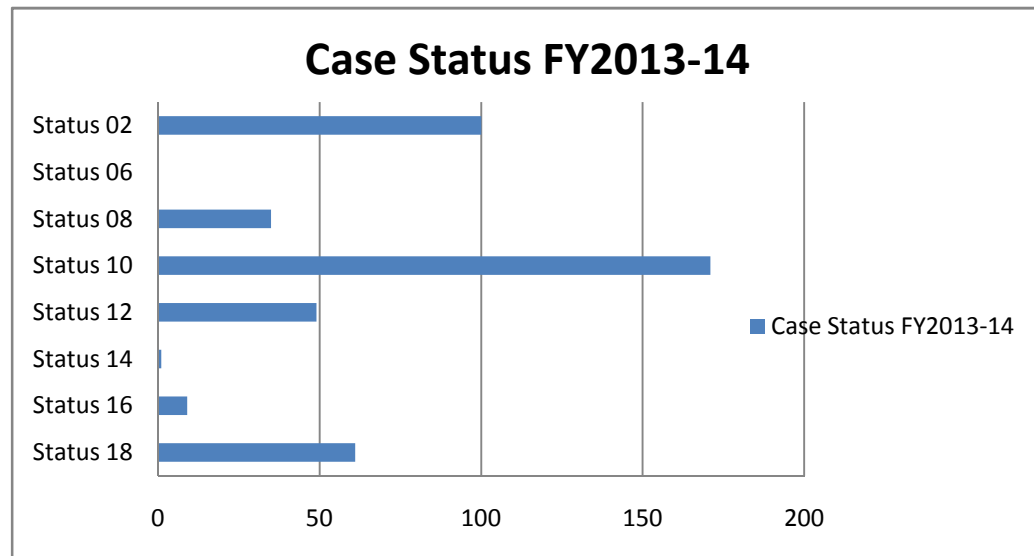
Lydia Calvo
*Represents VR
Counselor*



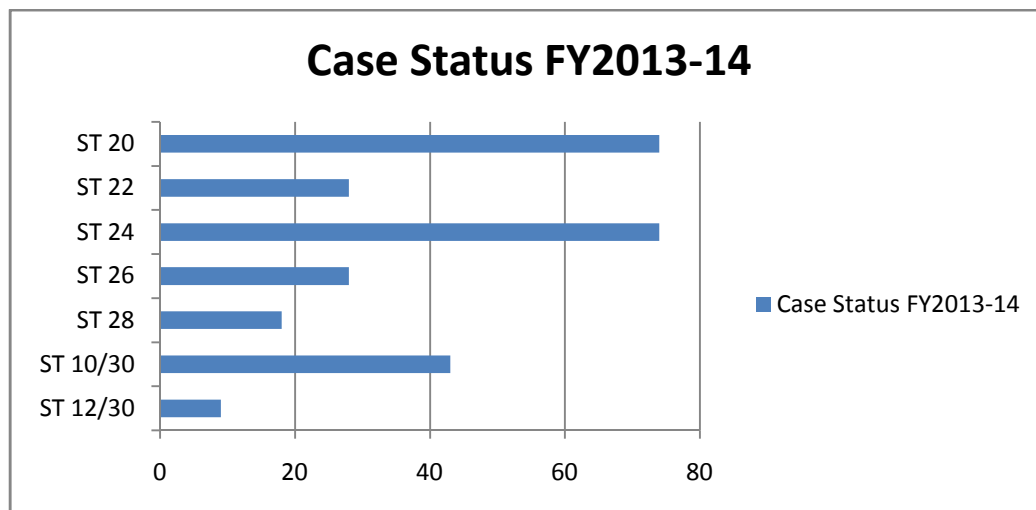
Benito Servino
*Represents DISID
Director*



DIVISION OF VOCATIONAL REHABILITATION CASE STATUS



| ST 02 | ST 06 | ST 08 | ST 10 | ST 12 | ST 14 | ST 16 | ST 18 |
|-----------|---------------------|---------------------|----------|---------------|-----------------------|--------------------|----------|
| 100 | 0 | 35 | 171 | 49 | 1 | 9 | 61 |
| Applicant | Extended Evaluation | Closed as Applicant | Eligible | IPE Completed | Counseling & Guidance | Mental Restoration | Training |

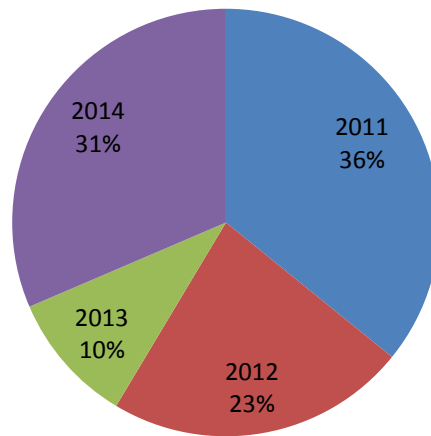


| ST 20 | ST 22 | ST 24 | ST 26 | ST 28 | ST 10/30 | ST 12/30 |
|----------------------|---------------|----------------------|---------------------|--------------------------------|---|---|
| 74 | 28 | 74 | 28 | 18 | 43 | 9 |
| Ready for Employment | In Employment | Services Interrupted | Successful Closures | Closed w/o Employment Outcomes | Closed after Eligibility before IPE Development | Closed after IPE Developed w/o Services Implemented |



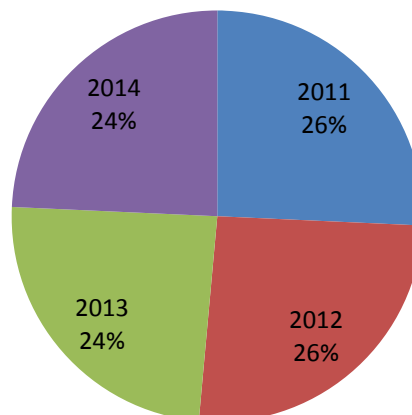
VR FUNDING SNAPSHOT

Basic Vocational Rehabilitation (VR)



2011 - \$2,993,000 2012 - \$1,900,000 2013 - \$834,000 2014 - \$2,626,000

Supported Employment (SE)

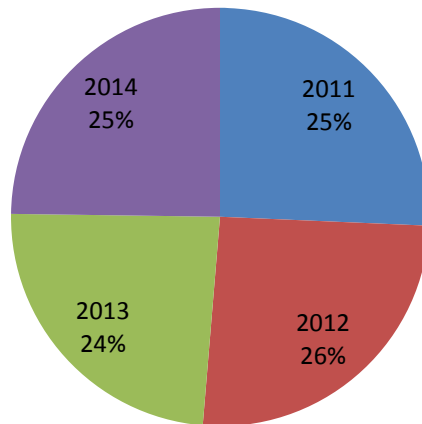


2011 - \$36,000 2012 - \$36,000 2013 - \$34,000 2014 - \$34,000



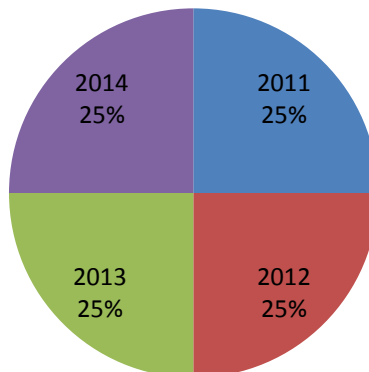
VR FUNDING SNAPSHOT

Independent Living (IL)



2011 - \$29,000 2012 - \$29,000 2013 - \$27,000 2014 - \$28,000

IL Services for Older Individuals Who Are Blind (OIB)



2011 - \$40,000 2012 - \$40,000 2013 - \$40,000 2014 - \$40,000



VR STANDARDS AND INDICATORS

| Standard Indicator | | Pass or Fail |
|-----------------------|----------------------------------|--------------|
| 1.1 | Change in Employment Outcomes | Pass |
| 1.2 | Percent of Employment Outcomes | Pass |
| 1.3 Primary Indicator | Competitive Employment Outcomes | Pass |
| 1.4 Primary Indicator | Significant Disability | Pass |
| 1.5 Primary Indicator | Earnings Ratio | Pass |
| 1.6 | Self Support | Pass |
| 2.1 | Minority Background Service Rate | In Review |

The Guam Division of Vocational Rehabilitation (DVR) passed all of the six standards and indicators and the primary indicators as well. Standard 2.1 which is the minority background service rate is still under review at the present time. The Guam Division of Vocational Rehabilitation will continue to improve services to comply with the Workforce Innovation and Opportunity Act of 2014.

QUALITY OF CLOSURE PERFORMANCE – FROM THE RSA 911 DATA

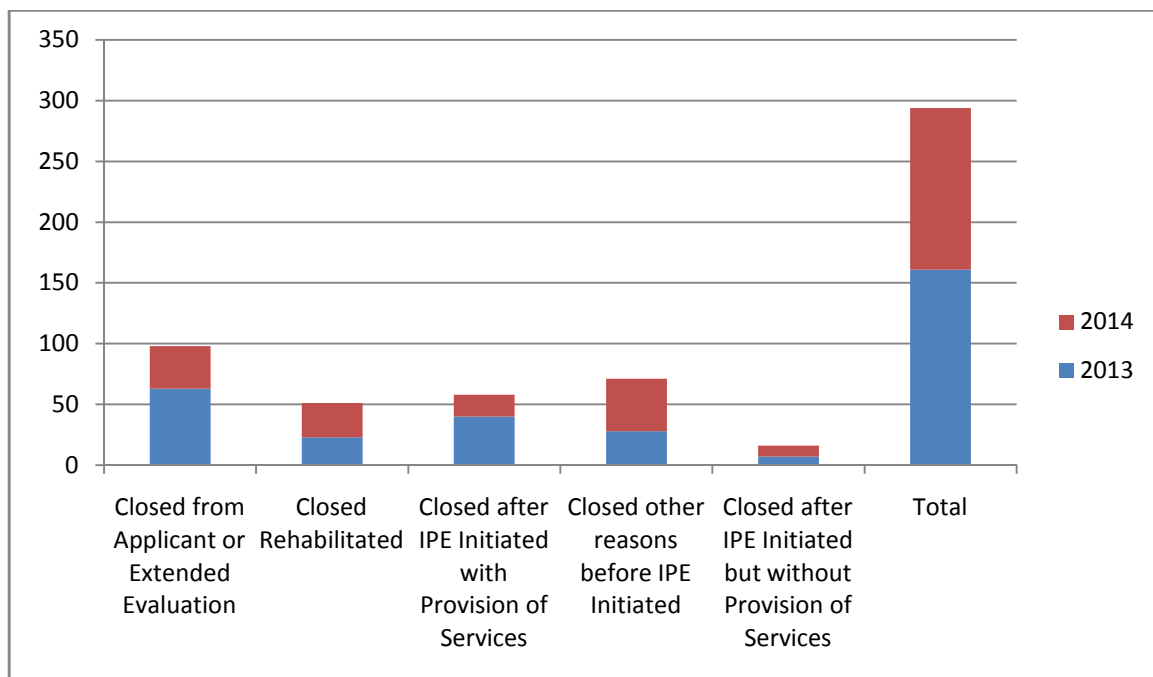
| Individuals whose cases were closed after receiving services | Agency Totals (FY 2011) | Agency Totals (FY 2012) | Agency Totals (FY 2013) |
|---|-------------------------|-------------------------|-------------------------|
| Number closed with employment | 21 | 15 | 23 |
| Average hours worked per week | 34.14 | 37.07 | 37.91 |
| With employment at 35 or more hours per week | 15 | 11 | 17 |
| Percent closed with employment at 35 or more hours per week of the agency total | 71.43% | 73.33% | 73.91% |
| With employment at SGA level at 35 or more hours per week | 14 | 11 | 17 |
| Percent closed with employment at SGA level at 35 or more hours per week | 66.67% | 73.33% | 73.91% |
| With employment with employer-provided medical insurance | 7 | 10 | 14 |
| Percent closed with employment with employer-provided medical insurance | 33.33% | 66.67% | 60.87% |
| Average hourly wage | \$11.46 | \$9.03 | \$12.85 |
| Average state hourly wage | - | - | \$0.00 |
| Percent average hourly earnings to state average wage | - | - | - |

Table of grantee data, by fiscal year for one type of data with averages by type of agency, latest fiscal year.



CLOSURE STATUS FY 2013 -2014

| Guam Division of Vocational Rehabilitation Closure Status | FY2013 | FY2014 |
|--|------------|------------|
| Closed from Applicant or Extend Evaluation | 63 | 35 |
| Closed Rehabilitated | 23 | 28 |
| Closed after IPE Initiated with Provision of Services | 40 | 18 |
| Closed other reasons before IPE Initiated | 28 | 43 |
| Closed after IPE Initiated but without Provision of Services | 7 | 9 |
| Total | 161 | 133 |





STAFF BREAKDOWN - FROM THE RSA-2

| Guam Division of Vocational Rehabilitation Staff Breakdown | FY 2011 | FY 2012 | FY 2013 |
|--|---------|---------|---------|
| Total | 20 | 15 | 16 |
| Total Percentage | 100.00% | 100.00% | 100.00% |
| Administrative Staff | 7 | 4 | 4 |
| Administrative Staff Percentage | 35.00% | 26.67% | 25.00% |
| Counselor Staff | 8 | 6 | 6 |
| Counselor Staff Percentage | 40.00% | 40.00% | 37.50% |
| Staff supporting Counselor Activities | 5 | 5 | 6 |
| Staff supporting Counselor Activities Percentage | 25.00% | 33.33% | 37.50% |
| Other Staff | 0 | 0 | 0 |
| Other Staff Percentage | 0.00% | 0.00% | 0.00% |

DIVISION OF VOCATIONAL REHABILITATION STAFF



2012 National Disabilities Employment Awareness Month (NDEAM) at the Division of Vocational Rehabilitation (DVR) Conference Room Front Row from Left: Benito Servino, DISID Director; Mari Blas, VR Counselor; Alvin Ancheta, VR Counselor; Geraldine Borja, VR Counselor, Terry Celes, VR Worker; Zosef Branch, VR Counselor; Lydia Calvo, VR Counselor; Gina Manibusan, DVR Secretary.

Back Row from Left: Frank Pangelinan, Program Coordinator IV; Kasinda Ludwig, Acting VR Administrator

CONSUMER SATISFACTION



The Guam State Rehabilitation Council in partnership with the Guam Division of Vocational Rehabilitation, the designated state unit continued to look at how we currently provide vocational services and how we can do to improve the delivery of services. Under Title I of the Rehabilitation act amendments of 1998, section 105 (c) clarifies the scope and focus of the Council's review and analysis related to the effectiveness and consumer satisfaction with the services of the Division of Vocational Rehabilitation (DVR) and public and private entities including employment outcomes achieved and benefits connected with the outcomes. The report summarized these responses and the findings of the survey for the fiscal year 2013-2014. The surveys were handed to clients from each of the three following categories:

Part I - Orientation Survey Form is given to all potential clients of DVR after they attend the orientation. The person conducting the orientation has attendees put the date and location in the top right hand corner of the form and goes over each question of the survey with the group to ensure that the questions are understood, and requests that each attendee complete the survey and place in the envelope.

Part II - Receiving VR Services-Three Months After IPE Development is given to all VR clients who have received VR services at least three months after the development of the IPE. The VR Counselor calls the client to complete the survey within the month after receiving services after three months.

Part III – Closure Survey Form is given to all clients at the time the case is closed.

SURVEY RESULTS

The surveys were distributed during the year to clients who to gauge their level of interest regarding their personal experiences about the services they received through the Guam Division of Vocational Rehabilitation. The Guam State Rehabilitation Council also wanted to examine the pattern of responses beginning with the DVR Orientation so that client opinion could be identified to improve the delivery of services. The Orientation Survey was distributed to 212 individuals who responded. Based on the highest samplings of three questions, these clients agreed that DVR staff treated them with respect and courtesy (95%), the DVR staff was helpful in answering questions (95%), the handouts were easy to read and understand (91%).

Fifty four (54) respondents who were receiving DVR services three months after the Individualized Plan for Employment (IPE) is developed indicated that the VR Counselor answered any questions they had about paperwork that they were asked to sign (95%), and was informed about their responsibilities as a VR client (89%), and DVR staff, other than the VR Counselor displayed a customer friendly attitude (89%).

The Closure survey were obtained from thirteen individuals (13) who agreed overall that they are satisfied with the services they received (95%), their VR Counselors knew how to best help them (95%), and the VR Counselors keep in touch with them (95%).

Caution should be exercised with interpreting the data results for Survey Parts 2 and 3. There were some procedural challenges that arose during the administration of Survey 2. The results for Part 3 did not reflect closures that may have occurred during the period of January 1 – June 30, 2014.

Of the 54 respondents to Consumer Satisfaction Survey Part 2, 83% were satisfied with their VR Counselor providing them with quality professional services:

| | |
|---|------------|
| My VR Counselor provides me with quality professional services | 83% |
| My VR Counselor understand how my disability affects me | 78% |
| I am provided with information in a format that I understand | 85% |
| My VR Counselor provided me with information and helped me make an Informed choice of services | 89% |
| I developed my IPE together with my VR Counselor | 89% |
| My VR Counselor answered any questions I had about paper work that I was asked to sign | 96% |
| I was informed of my responsibilities as a VR client | 93% |
| I was informed of my right to appeal | 81% |
| I am receiving/did received help with career planning | 72% |
| The services I received from DVR were provided to me in a timely manner | 67% |
| DVR staff, other than my VR Counselor, display a customer friendly attitude | 93% |
| I am satisfied with training that I am receiving/did receive to prepare for employment | 74% |

Of the 13 respondents to Consumer Satisfaction Survey Part 3, 100% were satisfied overall with the services they received:

| | |
|--|-------------|
| Overall, I am satisfied with the services that I received | 100% |
| Services were provided in a timely manner | 85% |
| My VR Counselor listened to my ideas and suggestions about the job I chose | 92% |
| My VR Counselor involved me in making decisions about the services I needed | 100% |
| My VR Counselor involved me in choosing service providers | 85% |
| My VR Counselor knew how to best to help me | 100% |
| My VR Counselor kept in touch with me | 100% |
| The services I received help me get or keep a job | 77% |

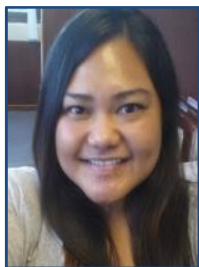
PURSING EXCELLENCE IN THE FIELD OF VOCATIONAL REHABILITATION COUNSELING



GERALDINE BORJA

I received my bachelor's degree in Psychology in May 2006 at the University of Guam. I completed the Master's Program in Rehabilitation Counseling in August 2014 at the San Diego State University. In the future, I plan to take the Certified Rehabilitation Counselor exam.

My inspiration being in this field is helping people. I'm able to help people with disabilities to find jobs. I counsel, assist, and guide them to better manage their life situation so they can succeed in getting a job. By helping them find jobs, I contact employers, meet with them, and network with them. This also has inspired me. I'm able to meet new people and socialize. When I attend trainings, seminars, conferences, or workshops I learn new things to apply it on the job to strengthen my skills as a counselor and better service clients. I have been in this field for seven years and I enjoy working with people with disabilities. Although it is a challenging field, it has made me become strong and cope with difficult situations. When worse come to worse, I am able to seek professional advice amongst my coworkers or supervisor to better manage the situation. Sometimes the job can be overwhelming as a counselor. But at the end of the day, it is all about the client in helping them to get to where they need to go in life. In means, they are the driving force to their success in employment.

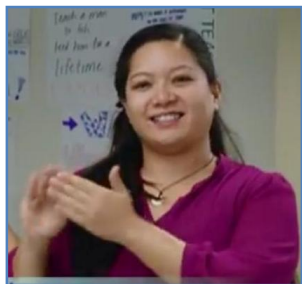


MARI BLAS

Mari Blas is a Vocational Rehabilitation Counselor with the Guam Division of Vocational Rehabilitation working in the field for 10 years. She holds a Bachelor's of Science Degree in Criminal Justice & Public Administration from the University of Guam and a Master's degree in Public Administration. Currently she is participating in the Master's in Rehabilitation Counseling program with San Diego State University and is due to graduate next year.

As a VR Counselor there are never-ending lessons to be learned in the field of rehabilitation and working with individuals with disabilities. What I find rewarding is the opportunity to work with the individuals that come into the program and learn from them. The opportunity to work with the community and partner with them in providing services to the division's clientele is also very rewarding since it provides an opportunity for all of the division's clients to move one step closer to obtaining employment and independence.

ASL INTERPRETER: KIRSTEN BAMBA



My name Kirsten L. Bamba and I am a mother, worker and advocate for people with disabilities. I am also a skilled sign language interpreter for the deaf and hard of hearing specializing in American Sign Language (ASL) and service about 200 deaf individuals on Guam. I have been signing for about 6 years now and was inspired by a young girl who was deaf and had Down syndrome. I had worked for a local summer camp with the University of Guam adventure sports camp and was blessed to find the passion for wanting to learn this little girl's language of ASL.

I am currently an interpreter for the Guam judiciary court, ASL Adjunct Instructor, and business license holder to service our local deaf community whether it's for a conference, meeting, doctors appointment, crisis, or just to have a conversation makes all the difference for our local deaf community on our island. I am a strong advocate for deaf and hard of hearing rights in helping our local community get through the struggles of their disabilities by making sure they have a right to communication. I have also put together various events for our deaf community thru socials, flash mobs where we use music and sign language to raise awareness for our community, children's activities in ASL, and parent workshops as a way to bring the uniqueness and specialty as a fun way to learn and get involved.

I am involved in different organizations that support people with all types of disabilities and that support limited English proficiency. I have gone out of my way to help those who are in need of my services. Guam needs more ASL interpreters to help provide the communication that is needed for our deaf and hard of hearing individuals on our island community.

My goal is to become a certified interpreter on Guam. I enjoy helping people and want to help students to take on the role of an interpreter. There are many challenges due to the lack of services on Guam for our local interpreters and deaf community and I want to continue advocating in meeting their needs.



Kirsten interpreting at the June 19, 2014 SRC quarterly general membership meeting

GSAT: A VOC REHAB PARTNER

The term “Assistive Technology” (AT) is used to describe devices and services that people with disabilities can use to help themselves achieve their full potential and improve the quality of their lives by increasing functional abilities. AT devices are any items, pieces of equipment or systems that are used to increase, maintain or improve functional capabilities of individuals with disabilities. An AT service is any service that directly assists an individual with a disability to select, obtain and use an AT device.

The Division of Vocational Rehabilitation (DVR) must provide AT devices or services after one has (1) been found eligible, (2) developed an individual plan for employment or IPE, and (3) agreed that AT is a necessary service. AT also may be provided if AT is needed to attempt a trial work period or for an extended evaluation. DVR’s obligation is to provide its client the AT and AT services needed to reach the employment goal in the IPE that have been agreed upon by the client and his or her counselor.



The Guam System for Assistive Technology, better known to the community as GSAT, is a community resource to assist DVR and its clients is making decisions about assistive technology. GSAT is a federally-funded statewide program administered by the University of Guam’s Center for Excellence in Developmental Disabilities Education, Research, and Service (CEDDERS) and authorized under the Assistive Technology Act of 1998. Established in 1995, GSAT provides assistive technology–related services to the Guam community to help children and adults with disabilities live productive, independent, and quality lives.

GSAT has a mission to increase the community’s access and acquisition to assistive technology. GSAT offers island residents device demonstrations and short term device loans so they may gain first-hand experience on the impact t AT has on their needs and in their personal environments. GSAT brings about awareness of AT devices, services, resources, and vendors to the community and provides related training and technical assistance.

DVR counselor and clients can visit GSAT to explore the variety of AT available to meet their needs, request device demonstrations, and avail of short term loans of devices. This is a great benefit to DVR to know whether or not an AT device is of benefit to a client before committing to a purchase.

Moreover, device loans can help to provide short-term accommodation for a DVR client while procuring the AT for its client. These services are free. For VR clients who need an AT evaluation, GSAT can provide that for a nominal fee. GSAT can provide specific device training for a nominal fee as well.

GSAT administers two low interest financial loan programs: the Guam Options for Alternative Loans for Assistive Technology (GOAL-AT) and the Get Guam Teleworking Loan Program.



Carla Torres(L), GSAT program coordinator and AT professional, helps DVR client Maria Bontogon(R), explore the capabilities of a Braille computer.



Noel and Hikelazaga took out a GGT loan to purchase this truck for their lawn care business. DVR funded lawn care equipment but wasn't able to fund the vehicle. The vehicle was a crucial need for their business.

GOAL-AT helps pay for assistive technology devices and services. GGT helps individuals with disabilities who want to start their own business pay for start-up costs related to equipment and supplies. These programs serve as a viable resource to DVR clients to help cover costs not covered by DVR.



GSAT hosted the October 20, 2014 SRC Strategic Planning Session

SERVING WITH A PURPOSE



Lourdes Ann Mesa is the current SRC Chair and has been serving on the Guam State Rehabilitation Council since August 2009. She is the parent and legal guardian of an individual with a disability. On the Council, she represents individuals with disabilities who have difficulty in representing themselves. Lou's son has an Autism Spectrum Disorder.

Lou admitted that when she first joined the State Rehabilitation Council, she knew little about what the role and responsibilities of the Council were. At the first SRC general membership meeting she attended in December, she was elected to the position of SRC secretary, a position she held for two years before being elected as Vice- Chair, then Chairperson in 2012. One of her goals is to strengthen the Council's partnership with the Division of Vocational Rehabilitation (DVR) while advocating on behalf of individuals with disabilities to ensure full inclusion in employment and integration into society.

Lou thanks the Council and the Division of Vocational Rehabilitation for supporting her in her role as the SRC Chairperson.



Tim Murphy is one of four Business, Labor and Industry representatives serving on the Guam State Rehabilitation Council. Tim joined the Council in August 2009 and is serving his second term. He is the co-owner of Jamaican Grill, a restaurant that serves up authentic Jamaican jerk barbecue that fits right into the Guam island style. Jamaican Grill has three locations, in Hagatna, Tumon and Dededo. Jamaican Grill celebrated its 20th anniversary on December 8, 2014.

Tim has a nephew with a disability. He learned about the SRC through a friend. When that friend asked if he was interested in serving on the Council, Tim said yes because he wanted to know more about what the SRC does and also wanted to contribute something back to the community.

Tim has a former VR client working at his Hagatna restaurant and wants other employer to know that hiring an individual with a disability is one of the best investments that a company can make. They are loyal, hardworking and proud to be part of the business family say Tim.



NCSRC Steering Committee

OUR MISSION:

On behalf of people with disabilities, our national membership coalition will advocate for and work in partnership with the national public vocational rehabilitation system's continual quest for excellence.

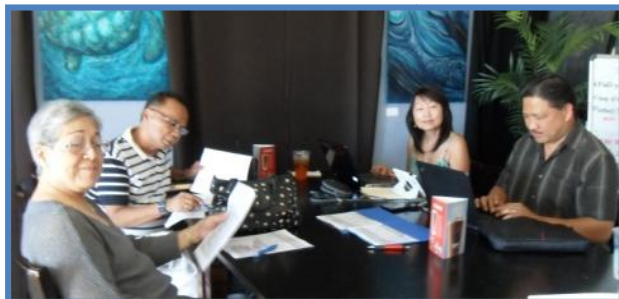
OUR VISION:

NCSRC will be the premiere national organization of the consumer voice to enhance the employment opportunities of persons with disabilities through the public vocational rehabilitation system.

OUR CORE VALUES:

- ✚ **INTEGRITY** - We are honest and straightforward in all that we do. We treat everyone with dignity and respect. We act responsibly with resources entrusted to us. We are accountable and act in accordance with these values.
- ✚ **COMMITMENT** – We support the full implementation and enforcement of disability non – discrimination laws, particularly the Rehabilitation Act of 1973, as amended and the American with Disabilities Act of 1990.
- ✚ **EXCELLENCE** – We trust that customers of public vocational rehabilitation will be empowered to make choices which lead to ultimate independence.
- ✚ **ADVOCACY** – We will work to educate and inform the public and government policy makers regarding issues affecting people with disabilities
- ✚ **DIVERSITY** – We will uphold a broad definition of diversity that honors and appreciates disability alongside race, ethnicity, gender, age, sexual orientation, and religion as an integral part of the human experience.
- ✚ **LEADERSHIP** – We will foster leadership among people with disabilities that upholds excellence, quality and inclusive opportunities.
- ✚ **PARTNERSHIP** – We will promote a positive collaboration with state and non-governmental agencies to enhance meaningful and sustainable employment for people with disabilities.
- ✚ **TEAMWORK** – We are committed to a partnership based on a spirit of trust and cooperation with Vocational Rehabilitation Administrators and staff so that collaborative efforts will benefit from the NCSRC customer voice.
- ✚ **CULTURE** – We support a public vocational rehabilitation service system that is structured in a manner that reflects the social, political, historic, and economic experience of disability.
- ✚ **COMMUNICATION** – We value effective communication through appropriate formats.

GUAM SRC AT WORK PHOTO JOURNAL



*SRC Executive Committee January 18, 2014
Guma Tasa, Mangilao*



*SRC Budget Discussions January 30, 2014
DVR Conference Room, Hagatna*



*SRC Outreach, GSAT Fair March 1, 2014
Micronesia Mall, Dededo*



2014 Spring CSAVR Conference in Bethesda, MD



*NCSRC Leadership Session April 5, 2014
Bethesda, MD*



*State Plan Work Session June 16, 2014
DVR Conference Room, Hagatna*

GUAM SRC AT WORK PHOTO JOURNAL



*SRC Training Group Work Session June 19,
DVR Conference Room, Hagatna*



*SRC Quarterly Meeting June 19, 2014
DVR Conference Room, Hagatna*



*SRC Website Workshop June 30, 2014
DVR Conference Room, Hagatna*



*Outreach Work Session July 3, 2014
Jamaican Grill, Hagatna*



*SRC Executive Meeting August 5, 2014
University of Guam, Mangilao*



*SRC Quarterly Meeting September 19, 2014
Governor's Conference Room, Adelup*

SPECIAL RECOGNITION

The Council wishes to thank the following Council members for their admirable services as they continue on to other advocacy roles during the 2013-2014 fiscal year:

Michele Manosa, Lou Bitanga, Elisa Cruz and Evelyn Duenas

The Council also wishes to welcome the following Council members who were appointed or reappointed during the 2013-2014 fiscal year:

New Members: Carla Torres, Bernadita Grajek, Barbara Johnson, Manuel Cruz and Mariah Mafnas

Re-Appointments: Rosanne Ada, Erlinda Tydingco and Yolanda Gabriel

The Council wishes to thank SRC Chair Lou Ann Mesa, SRC Vice-Chair Roberta Perez and others who assisted to create our annual report.

The Council wishes to give special thanks and recognition to the following:

Cana Bukikosa, Guam Community College student and her teammates for developing the SRC Website and Jared Leon Guerrero, DVR staff designated to support the SRC website.

Clinton Mesa, VR Client, for his design of the SRC Logo.

Peter Barcinas, Council Member, for his contribution to the SRC Vision Statement.

Gina Manibusan, Interim SRC Liaison

CONTACT US



**THE GUAM STATE REHABILITATION COUNCIL (GSRC) SEEKS YOUR INPUT TO HELP
IMPROVE SERVICES TO GUAMANIAN WITH DISABILITIES**

Call:

Voice (671) 475-5735 / (671) 475-5736

Fax (671) 475-4661

Write:

**Chair, State Rehabilitation Council
Guam Division of Vocational Rehabilitation
238 Archbishop FC Flores Street
DNA Building, Suite 602 Hagatna, GU 96910**

Email: guamsrc@gmail.com

SRC Website Link: disid.guam.gov/state-rehabilitation-council-src/

Attend a meeting or public hearing:

The State Rehabilitation Council meetings and public hearings are open to the public. The meeting locations, dates and times are posted on the SRC website.

Upcoming SRC Quarterly General Membership Meetings for FY 2014 – 2015

-  **December 22, 2014**
-  **March 19, 2015**
-  **June 18, 2015**
-  **September 17, 2015**

Apply for Membership:

If you are interested in becoming a member of the SRC, you can obtain an application form by emailing us at guamsrc@gmail.com or online at the SRC website link.



GUAM STATE REHABILITATION COUNCIL
MEMBERSHIP APPLICATION FORM
NOMINATION FOR GUBERNATORIAL APPOINTMENT

1. Name _____
Mailing Address _____
City _____ State _____ Zip Code _____
Email Address _____
Home Phone _____ Work Phone _____ Mobile Phone _____

2. Current Position/Employer _____

3. Relevant Experience and/or Employment. *PLEASE ATTACH RESUME.*

4. COUNCIL MEMBERSHIP

All members are nominated by the Council and are legally appointed for three-year terms by the Governor of Guam. The Council membership must include representatives from each of the following agencies or programs:

Please circle ONE.

- i. At least one representative of the Guam Statewide Independent Living Council(SILC), which representative may be the chairperson or other designee of the Council;
- ii. At least one representative of a parent training and information center established pursuant to section 682(a) of the Individuals with Disabilities Education Act (IDEA) (as added by section 101 of the IDEA Amendments of 1997; Public Law 105-17);
- iii. At least one representative of the Client Assistance Program established under section 112;
- iv. At least one qualified vocational rehabilitation counselor, with knowledge and experience with vocational rehabilitation programs, who shall serve as an ex officio, non-voting member of the Council if the counselor is an employee of the Designated State Agency(or designated state unit);
- v. At least one representative of community rehabilitation program service providers;
- vi. Four representatives of business, industry, and labor;
- vii. Representatives of disability advocacy groups representing a cross section of:
 - a. Individuals with physical, cognitive, sensory, and mental disabilities; and
 - b. Individuals' representatives of individuals with disabilities who have difficulty in representing themselves or are unable due to their disabilities to represent themselves;
- viii. Applicants for, current or former or recipients of vocational rehabilitation services;
- ix. In a State in which one or more projects are carried out under section 121, at least one representative of the directors of the projects;

- x. At least one representative of the State Educational Agency (SEA) responsible for the public education of students with disabilities who are eligible to receive services under this title and part B of the Individuals with Disabilities Education Act; and
 - xi. At least one representative of the State Workforce Investment Board (SWIB).
 - xii. Other; Please specify _____

- 5. Please list prior experience in advocacy organizations or non-profit organizations and indicate any office held.(Membership in other organizations is NOT a requirement).
- 6. What other volunteer commitments do you currently have?
- 7. I am interested in serving on the Council because:
- 8. Please share any other information you feel is important for consideration of your application to serve as a SRC member?
- 9. Please tell us how you learned about the Council.
- 10. Are there any special accommodations necessary for you to participate on the Council? Yes _____
No _____

If yes, describe accommodations needed (accessibility, interpreters, respite care, attendant services, etc.)

11. References:

| Name | Address/Organization | Daytime/Cell Phone |
|------|----------------------|--------------------|
| a. | | |
| b. | | |
| c. | | |

(Please Note: The Governor of Guam appoints members to the Council. The Council assists in the recruitment of nominees for the Governor's consideration. Persons appointed to the Council will receive official notification from the Office of the Governor.)

Statement of Commitment

"I, the undersigned, understand that the Guam State Rehabilitation Council (GSRC) is a working council which meets at least four (4) times per year for the full Council and other times as needed for the committees. I understand that I must work on a SRC committee, support legislative and public awareness campaigns as needed, participate in the DVR state plan process and the Comprehensive Statewide Needs Assessment and attend at least one DVR public meeting and one SRC sponsored public meeting per year. I also understand that I must complete the SRC online training series and attend the New Robert's Rules of Order, Revised training. If appointed by the Governor of Guam to the SRC, I will meet these commitments.

Signed,

SIGNATURE

DATE

Please hand deliver or mail the completed form to**:

Division of Vocational Rehabilitation

Attention: Chairperson, Guam State Rehabilitation Council

238 Archbishop Felixberto Flores, DNA Bldg., Suite 602

Hagatna, Guam 96931

Telephone: 671-475-5748

*****The applicant may submit electronic applications to the DVR/SRC-PRDC and only intended for expediting and processing purposes. The applicant must submit all original hard copies to DVR as part of the completed application requirements.***

GUAM STATE REHABILITATION COUNCIL



236 AFC Flores St.

Suite 602, DNA Bld.

Hagatna, GU 96910

Phone: (671) 475-5735/36

Fax: (671) 475-4661

E-mail: guamsrc@gmail.com

Website: disid.guam.gov/state-rehabilitation-council-src/

