Happy Spring to everyone! I am so happy to finally say that “spring has sprung” and it is visible by all the burst of color that we are experiencing. I am also happy to report that your VRA Board has also sprung into action as well, kicking off our 2014 year with 9 new memberships since January! In my last presidential pondering, I mentioned that my mission this year as president was to assist in stepping up our efforts to expand our membership through educational offerings as well as networking and social opportunities. We kicked off our efforts with a social event sponsored by VRA and Department of Aging and Rehabilitative Services (DARS) regional directors at the Statewide Manager’s Meeting that was held in Richmond on March 25th and 26th. We successfully encouraged 4 managers to join us and also took this opportunity to thank Commissioner Jim Rothrock for his ongoing support of our Association. A good time was had by all.

Additionally, I am proud to report that our education committee sponsored training in Roanoke on Appreciative Inquiry with 25 people in attendance. The input provided by the participants proved to be positive and appreciative of this training opportunity. Immediately afterwards, a small group continued their networking at a VRA sponsored event at Bull and Bones in Blacksburg. We were also able to secure a new membership with several current members in attendance. Thanks to Susan Gaillard, Nora Tucker and Jean Steveson for their support and coordination in this well received endeavor.

Rob Froehlich and Jean Steveson are representing VRA on the Collaborations Steering Committee for 2014. They have been working diligently on moving the conference to another venue and will have an update for us in the coming weeks. Stay tuned as we will also be holding a General VRA meeting during the conference with the date and time to be announced later.

Also, mark your calendar for Monday, September 8th, for the annual VRA Benjy Burnett Memorial Golf Tournament. It will be held at Stonehenge Golf and Country Club in Chesterfield County. Many thanks as always to Howard Green for doing such a fantastic job on putting together this event. I also want to announce our newly formed golf tournament committee who will be assisting Howard in this huge undertaking. The committee consists of Beth Groff, Toni Smith, Margie Millner, Jean Steveson and Liz Smith. I also want to thank Eleanor Williams and Mary Kaye Johnston for all their contributions in making this tournament a
continued success. Please consider playing or sponsoring! If you would like to be a part of this committee, just let me know. We would love to have you!

Over the past quarter, I have had the opportunity to work with and to sit in on meetings of many VRA groups and committees (membership, golf tournament, collaborations planning, fiscal, legislative and education). Let me just share with you that your board is as vibrant and energetic as ever. I have been so impressed with each and every one of them and all the efforts each of these groups put into all the work they do. I am so excited and looking forward to continuing through the year as your VRA President and I thank you all for the support you have provided for me!

--Submitted by Kim Shepard

VRA News

2014 Golf Tournament Update

The 2014 VRA Benjy Burnett Golf Tournament is moving to a new location and day. The tournament will be held on MONDAY, September 8th, at the STONEHENGE GOLF & COUNTRY CLUB. It is a beautiful course.

The Golf Tournament Committee has sent letters to sponsors from last year and four have already sent their contributions. The committee will be sending a reminder letter to potential donors as well as golfers who have participated in the past.

Mark your calendars now! Same price: $75.00 per golfer!

More information can be found on the Events tab of the VRA website (www.vra.org).

--Submitted by Howard Green

VRA Seeking Nominations for Board Positions

It’s that time of year again! As an association and as members we need to begin thinking about the VRA Board and the positions that will be available beginning January 1, 2015. As is the case each year, there are 3 available Board positions. In addition, the positions of Treasurer and Secretary are also up for election this year.

I’m sending out this broad request for consideration and to solicit nominations. I’m asking you all as VRA Members to begin thinking about 1) (self-nomination) your individual interest in serving on the VRA Board (as a Board Member or as Treasurer or Secretary), and 2) (nomination) other colleagues you have that you think would be great candidates for the VRA Board positions that are available. If you are interested in more information about these various positions, the descriptions are available at the VRA Website.

Please send your self-nomination or nominations to me (rfro@gwu.edu) by June 1st. If you’d like to discuss this further via conversation, please feel free to call me at 804-794-6667.

--Submitted by Robert Froehlich
Did you know? Your service to VRA can earn CRC Credits!

As members of the Virginia Rehabilitation Association we all have our own relationship with the Association and our own reasons/motivations for our participation. For me it’s the opportunity to network with my colleagues throughout the state, to play an active role in legislative issues impacting rehabilitation in the Commonwealth, and to hone my leadership skills through working on the VRA Board. I thought I’d take a moment to share with you an additional personal benefit of participation within the Association about which many people are unaware.

According to the CRC Criteria for Certification Renewal and Continuing Education (full details can be found on the CRC Certification website. ‘Service to a National or State-based rehabilitation counseling membership organization’ can be used as a means of documenting required continuing education over a 5 year certification cycle. For each hour of service you provide you will receive one hour of credit for professional development.

The process for submitting the request for these hours is relatively simple. You first need to follow the steps that are required for post-approval of an activity. These include submitting a completed application (found on the CRC Certification website. On the application you will check ‘Other’ and indicate Professional Development. Then complete the section noted ‘Complete this section if your activity falls within one or more of the professional development areas.’ You’ll need to describe how the activity (or activities) relate to your professional development. I’ve found that a clear paragraph or so will do just fine in terms of the application. In addition to your description, you will need a letter from the President (in this case Kim Shepard) documenting the services performed, the number of hours served, and the dates of service. The last step of the process is to make certain that you include the processing fee ($15) along with your application and documentation. CRCC indicates that the time required to process such applications is about 60 days, and in my experience this sounds just about right.

Please be aware that there is a maximum number of hours that can be counted toward ‘professional development’ in terms of recertification, and that maximum number of hours is 50. With that said, we are talking about a full 50% of the total number of hours required over a five year cycle, so this is not inconsequential. I have had the good fortune of working on committees and activities with a great many of our VRA members, and I know how long and hard you all work for the Association. I thought I’d just take a moment to suggest this option as a means of satisfying some of your required hours for re-certification during your next cycle.

--Submitted by Robert Froehlich

Welcome New VRA Members!

Welcome to the following new members of VRA:

Kay Manipole - Fredericksburg
Bridget Turpin - Fredericksburg
Beth Phillips - Chesterfield
Christian Wiscovitch - Lynchburg
Rebecca Turner – Lynchburg
Lee Taylor – Fredericksburg

--Submitted by Mary Kaye Johnston
VRA Is Seeking Photographers

VRA is seeking photographer(s) for the Golf Tournament, Trainings and other events! If you like to take pictures, please let us know and offer to be the designated photographer for the event you are attending or are agreeable to attend. Photos can be added to the VRA Events Gallery on the website at www.vra.org. It is fun and keeps us connected. If you are interested, please let us know at info@vra.org.

Thanks for your support!

--Submitted by Mary Kaye Johnston

Call for VRA Awards Nominations

IT’S THAT TIME AGAIN. GET BUSY, LOOK AROUND, AND COMPLETE A NOMINATION PACKAGE FOR THAT DESERVING SOMEONE! The Awards Committee will be accepting nominations until August 30, 2013. Award descriptions as well as the nomination form are included here. Don’t put it off, take the time right now and nominate someone you feel is deserving of an award.

Nominations will be accepted through August 30, 2014 and can be submitted by email/fax/mail to:

Alison M. Mundy, M.S., C.V.E.
c/o DARS
1300 Greensville County Circle,
Suite C, Room 105
Emporia, Virginia 23847
Phone: 434-634-4397
Fax: 434-634-9943
Email: alison.mundy@dars.virginia.gov

The 2014 VRA Awards celebration will be held in conjunction with the Collaborations Conference again in the fall of this year. A nomination form can be found on page 17 of this newsletter.

VRA AWARD DESCRIPTIONS

Norman C. Hammond Award: Mr. Hammond was credited with creating “IBM Data Processing for the Handicapped” Program. This award was established to honor business and industry leaders whose contributions to the field of rehabilitation in Virginia are outstanding and result in the employment of persons with disabilities. Eligible for this award may be organizations or industrial leaders that have made a contribution to the rehabilitation of individuals with disabilities in activities over and beyond the purpose for which the organization was established. Preference is given to individuals or organizations that have effectively and actively advocated for individuals with disabilities; introduced innovative programs and approaches to rehabilitation; and impact rehabilitation beyond the Commonwealth of Virginia.

Franz Stillfried Barrier Free Achievers Honor Roll: Established in 1988 to recognize efforts made by individuals, businesses or organizations for the removing of architectural, attitudinal and environmental barriers. A plaque honoring Mr. Stillfried’s work for more accessible facilities was prepared and presented to Mr. Stillfried’s family when this award was established. Awarded to an individual who has exercised notable
leadership in either removing environmental, attitudinal or legal barriers and/or has contributed to the attainment of independence for persons with disabilities by significantly supporting the growth of rehabilitation services throughout Virginia. The purpose of this award is threefold: (1) to develop a cooperative resource link between Virginia’s Mayors’ Committees/Commissions and the Virginia Rehabilitation Association; (2) to increase awareness and share information on innovative projects; and (3) to generate more activities and participation in barrier removal.

**Dr. Roy M. Hoover Award for Outstanding Medical Achievement:** Dr. Hoover of Tallahassee, Florida, former Roanoke orthopedic surgeon and former medical director of Woodrow Wilson Rehabilitation Center, initiated this award at Woodrow Wilson Rehabilitation Center. In 1969 WWRC requested that the Virginia Rehabilitation Association accept the responsibility for its administration. It honors a physician practicing in Virginia who has given outstanding medical rehabilitation services to persons with disabilities and whose contributions are substantial. This nominee may have a local, statewide, or regional impact on services to clients through rehabilitation, in the field of medicine or in any field, rehabilitative in nature. Length of service in Virginia and voluntary efforts is a consideration.

**A. R. Dawson Humanitarian Award:** In 1971, Dr. Dawson, Director of geriatric and rehabilitation services for the Virginia Department of Mental Hygiene and Hospitals, initiated this award with a $1,000 grant and presented the first award. It is presented for outstanding services to people with disabilities by a practitioner, who is not in an administrative or supervisory position. Awarded to a professional person having direct contact with persons with disabilities in the rehabilitation process, and whose efforts have had a significant impact on their lives. Individuals may have worked in psychology, vocational evaluation, or medical specialties.

**R. N. Anderson Award for Leadership:** In 1986 a classroom at Woodrow Wilson Rehabilitation Center was dedicated to the memory of Mr. Anderson, the first Commissioner of the Virginia Department of Rehabilitative Services. This award is given to a current member of the Virginia Rehabilitation Association who has demonstrated excellence in services to persons with disabilities. The first R.N. Anderson Award was presented in 1961.

**Virginia Rehabilitation Association Distinguished Achievement Award:** Awarded to a person with a disability who has demonstrated imagination, perseverance, resolve, and an indomitable spirit in working to overcome barriers in their lives resulting in a better quality of life for themselves and others. When making nominations for this award, volunteer work, part time and full time employment is a consideration but not a requirement.

**Corbett Reedy Award for Excellence:** This award was created in 1985 to honor Corbett Reedy who was a Virginia Rehabilitation Association service provider, as well as an official of the Rehabilitation Services Administration. Upon his retirement to his native Virginia, he was appointed to serve on the policymaking Board of the Department of Rehabilitative Services. Awarded to a resident of Virginia currently involved in the rehabilitation field, but not limited to rehabilitation professionals. This person must have creatively pursued excellence in contributions to the rehabilitation program, projects, issues, publications or a significant rehabilitation cause. Excellence in the field of service to persons with disabilities is recognized through this award.

---Submitted by Alison Mundy
The General Assembly adjourned “sine die” on March 8, 2014, to be called back into special session on Monday, March 24, 2014, and almost immediately went on recess until April 7th. The reason for the special session is that neither the House nor the Senate could agree on a biennial budget bill.

As most of you probably know, the hang-up is whether or not Virginia will expand Medicaid, or as we are now calling it, “close the coverage gap,” for the uninsured adult Virginians who do not earn enough money to purchase health care coverage in the Marketplace. Democrats and some moderate Republicans, the Chamber of Commerce, the hospitals and health systems, and many non-profits support the coverage, while most Republicans do not.

On their return on March 24, the House promptly rejected the Governor’s 104 budget amendments that he placed on the original budget bill submitted by Governor McDonnell in December. The Senate, on the other hand, went into session on March 24 and promptly recessed to return at a “later date.” That date was set for Monday, April 7th.

Do we expect that there will be a budget deal mid-April? Not likely, and each day without a deal breeds its own anxiety over whether the government will stop operating on July 1st at the start of the new fiscal year.

We expect that when the Senate returns, it will “work off” the budget amendments that Governor McAuliffe submitted. For DARS, there is no additional VR money in the Governor’s amendments aside from what was included in Governor McDonnell’s introduced budget bill. However, the amendments include three for Item 325 (DARS). These are:

- Amendment 53: increase funding for brain injury services ($350K in both years)
- Amendment 54: Add funding for LTESS ($500K for both years)
- Amendment 55: Restore funding for CILs ($307K for both years)

All three amendments were included in the Senate’s approved version of the original budget bill (SB 30), so it’s likely that the next version of the bill approved by the Senate will also include these amendments.

Other than the budget, the General Assembly worked its way through approximately 2500 bills and resolutions. The following contains a listing of bills that are relevant to VRA. In addition, we worked with Delegate Tony Wilt to get HB 1076. This bill replaced the term "functional and central nervous system disabilities" with the term "physical or sensory disability" and changed the name of the Long-Term Rehabilitative Case Management System to the community rehabilitation case management system. The Governor signed the bill on March 24th with an effective enactment date of July 1, 2014.

Additional bills that were on our radar screen and their disposition follow:

Passed by both houses:
- HB 296 Comprehensive plans; alignment of transportation infrastructure and facilities. (Villanueva)
- HB 611 Health regulatory boards; denial or suspension of a license, certificate or registration, exception. (Robinson)
- SB 177 Service dog; definition. (Reeves)
- SB 463 Health regulatory boards; reinstatement of licensure. (Barker)

Defeated:

- HB 295 Livable Home Tax Credit; increases total amount granted for program. (Villanueva)
- HB 524 Uniform Statewide Building Code; accessible units. (Pogge)
- HB 536 Minimum wage; increases wage from its current federally mandated level. (Plum)
- SB 57 Livable Home Tax Credit; increases total amount granted for program. (Marsden)
- SB 62 Residences; grants for purchasing or expending money on existing property to improve accessibility. (Puller)
- SB 427 Small Business and Supplier Diversity, Department of; employment services organizations. (Hanger)
- SB 632 Small Business and Supplier Diversity, Department of; establishment of state purchasing program. (Lucas)

Continued to 2015:

- HB 1223 Virginia Public Procurement Act; small, women, and minority-owned businesses. (Yancey)

Remember: whether or not you believe that Medicaid should be expanded to include health care coverage for the uninsured poor who do not earn enough to purchase healthcare insurance through the Exchange, you should contact your delegate and senator on your own time and with your own personal email addresses to convey your thoughts. Now is the time!

Questions? Contact Becky Bowers-Lanier at becky@B2Lconsulting.com.

---Submitted by Becky Bowers-Lanier

### VRA Education Committee Update

The VRA workshop in Portsmouth on 1/24/14 was a large success. The full day workshop provided attendees with updates on the latest street drugs, treatment and counseling strategies, and implications for service provision. Thirty people, representing both DARS and the CSB’s attended the workshop.

J. Patrick Slifka, Director of Training at National Counseling Group, has agreed to repeat this workshop later in the summer 2014 in the Staunton area for those in the southwest and northwestern areas of the state to have the opportunity to participate. Tentative plans are to offer this again at WWRC in August, 2014.

A VRA workshop was held on March 31 in Roanoke – Melinda Hill presented a ½ day session on Appreciative Inquiry. 25 people registered to attend this workshop.

There is a membership drive/social opportunity planned for that evening in the Blacksburg area and we hope to have a good show for this event to recruit even more members from the far southwest region of the state.
In collaboration with VARL, VRA is offering a repeat of the workshop on “Change – How to manage it within today’s technology driven – social media driven world,” with presenter Shirley Lyons. VARL offered this training in Henrico (Central Region) in December and several VRA members from further west in the state expressed interest in attending but found the travel distance prohibitive. The workshop is scheduled for May 1, 2014 at WWRC. VARL will sponsor the trainer’s travel costs and VRA will sponsor refreshments.

--Submitted by Susan Gaillard

VRA Foundation Update

The VRA Foundation is accepting applications for Foundation scholarships on an ongoing basis until June 30, 2014, for the 2014 scholarship. The Foundation provides Grant In Aid to deserving VRA members and their families so that they can defray educational costs and to further their education. Award recipients will be notified about awards by August 1. The scholarship criteria and application are available on the VRA Website. This is a wonderful benefit of your VRA membership so please share this information with the students in your family and consider applying for one of the scholarships.

--Submitted by Margaret Gillispie

VARL Update

What an amazing year. It feels like we just spent 3 days at the Collaborations Conference but here we are in MARCH already! VARL is moving at a steady pace. We have several trainings planned and hope you will mark your calendars.

For those of you in the Southwest part of the Commonwealth, VARL is joining with VRA to present an encore of Change – How to manage it within today’s technology driven – social media driven world – presented at Woodrow Wilson Rehab Center on MAY 1, 2014 from 10:00-3:30 pm. Please see details in another part of this newsletter.

VARL is sponsoring its annual training on FRIDAY June 20 in Richmond. We will be offering this training on VTC in Fairfax, Hampton and Roanoke. Our speaker is the excellent and very popular AMY ARMSTRONG. We are finalizing our topic but MARK YOUR CALENDARS. The session will be interactive and will be of interest. Keep your eyes open for more detail.

VARL will be sponsoring a speaker at Collaborations and will end our year with a December meeting.

WE CONTINUE TO LOOK FOR LEADERS TO JOIN OUR GROUP. Many of us in VARL have been around for their entire careers – careers which are starting to wind down. Many of you are just starting your careers and what an excellent way to build your skills than with experience with your Professional organization.

I look forward to meeting many of you at our trainings and urge you to consider joining us at VARL.

--Submitted by Shirley Lyons
VRCEA Update

VRCEA is seeking nominations for the Spirit Award. Please see the flyer below for further details.

VRCEA will convene its next Board meeting on Friday, June 6th at the DARS Central Office in Richmond. For more information contact Bonnie Hawley, President, at bonnie.hawley@dars.virginia.gov

--Submitted by Bonnie Hawley

Call for Nominations by the Virginia Rehabilitation Counselors & Educators Association (VRCEA) for the Spirit Award

This award is established to recognize an individual(s), Rehab Counselor and/or Educator, who embodies the following characteristics:

- Works to advance the profession of rehabilitation counseling and rehabilitation education,
- Promotes ethical practice,
- Enhances public understanding of the role of rehabilitation counseling in assisting persons with disabilities to become self sufficient, self supporting and contributing members of society,
- Works to develop innovative programs and services for all persons with disabilities,
- Is a professional rehabilitation counselor or rehabilitation educator for a period of one or more years.

The Nominator must be a VRCEA member

Name of person nominated: _________________________________________

Name of Nominator: _______________________________________________

Justification for the nomination (attach support or reference documentation):

Nominations must be submitted to Mary Kaye Johnston at marykaye.johnston@gmail.com or 4612 Kingsrow Drive, Glen Allen, VA 23060 no later than COB on Friday, May 30th.
As we hopefully enter spring, hope abounds, and all at DARS is going well! Our new Governor—Terry McAuliffe—has infused energy and enthusiasm into our state government and we are fortunate to have the solid, ongoing leadership offered by Dr. Bill Hazel, as Secretary of Health and Human Resources.

A quick look at the budget notes that we did pretty well this year.

Governor McDonnell provided in his proposed budget funds for:

- our nutrition programming thru our Triple A network ($1.2m) to offset Sequestration cuts,
- our public guardianship effort ($99k),
- Brain Injury ($150k) and
- other fund transfers from DBHDS that will make our budgeting more effecting in guardianship and VR.

During the session, our advocacy teams found success and as a result the House reported an additional $319k for guardianship and the Senate added $500k for LTESS, $306k our IL network, $350k for BI, and an additional $100k for one of our supported employment partners Didlake. The Senate also offered an amendment to rekindle the Caregiver Grant to support some of our unpaid, usually family member, caregivers who support Virginians—from infant through toddler to adolescence and adulthood and onto the Vintage years—Virginians who are dependent on a caregiver for day to day home supports. And there are also a wide array of other additions to the state’s budget which will augment services for those who look to DARS and other state agencies for long term services and supports—Medicaid slots, rate increases, etc.

We are also responding to directives from the GA to look at issues around dementia best practices and staff development and also look into the range of issues associated with Adult Abuse which is on an all too upward trend.

But the budget is not finished, and hopefully common ground can be found. Governor McAuliffe has from day one supported some health care reform to close the insurance gap and offer health care—including prevention—to up to 400,000 Virginians who do not have coverage and often rely on costly emergency room care.

As supportive as our Governor is, there are members of the General Assembly who are equally opposed to such care.

I am not an expert in health care reform by any means, but I am moved by some of the following factors which place me as a supporter:

- Each day that we do not accept federal financial aid for health reform, we do not draw down $5m—folks that’s each and every day $5m does not come into the Commonwealth;

- As the head of any agency that helps folks with disabilities find jobs, the potential job market shrinks by 30,000 jobs. These jobs could be created by this federal support and funding—many of these jobs are in the health care industry where we are realizing marked success in getting our clients with disabilities into care giving positions;
• As a nation we are already realizing a positive bend to the health care cost curve. My main source of information, *Morning Joe* on MSNBC, noted recently that Obama Care is covering more than 5m Americans who had no insurance, offering prevention, and as a result, costs are going down! Our nation’s economy will not survive unless some cost containment in health care is realized. Yes, there are incidents of care changes that individuals might not appreciate, but something has to give for us to survive. This federal effort offers hope of this change.

• If people are not covered they have little if any familial stability and in some cases, they die.

For these and many other reasons that people wiser than I can offer, it’s time to take the steps to improve our health care system and work with the federal government to bring about the changes that in the end, will benefit us all.

**--Submitted by Jim Rothrock**

**WWRC Updates**

Woodrow Wilson Rehabilitation Center (WWRC) continues to maximize the number of clients it serves to support the Division of Rehabilitative Service (DRS). So far this State Fiscal Year (SFY), DRS has successfully closed 2,662 cases and 488 of these clients received services from WWRC. Nearing the end of the third quarter for SFY 2014, there is a noted increase in the number of clients employed as compared with SFY 2013 total of 498. WWRC is currently tracking over 60 clients who have completed their training at WWRC and are in a working status, and likely to attain their rehabilitation goal by the end of the state fiscal year.

**Career Readiness Program**

The response to WWRC’s Career Readiness Program has been overwhelming. We have tested over 700 clients with 85% of those clients leaving WWRC with at least the Bronze level Career Readiness Certificate (CRC). There is definitely a growing awareness of the importance of the Career Readiness Certificate in obtaining employment. However, up until now clients had to be either in the Life Skills Transition Program or fully enrolled in a training program to be eligible to go through the CRC lab. In order to provide better service to the field, WWRC will now be offering a two- to six-week Stand-Alone Career Readiness Program to those clients who may benefit from having the CRC when seeking employment. This program will also be available to clients receiving other services at the Center, such as behind the wheel driving. Along with the CRC, clients in this program will have the opportunity to leave WWRC with a nationally recognized Customer Service Certificate, Work Readiness soft skills, Job seeking skills; such as creating a professional resume, good interview skills and tools for effective job search. We are open for referrals to this exciting new Stand-Alone Career Readiness Program.

**Life Skills Transition Program (LSTP) for Consumers who are Deaf and Hard of Hearing**

This past year, WWRC worked closely with the DHH Resource Team to develop and pilot a “hybrid LSTP” for consumers who are deaf and hard of hearing. We shifted some resources and Mike Cooke, Academic Teacher for DHH, was relocated to the LSTP building with a new classroom. We held our first pilot session last October-December with 5 deaf students. Mary Nunnally, DARS-DHH Program Manager, chatted with the students before and after their “graduation ceremony” to get their feedback. All of the students stated that the nine-week program was great; but not long enough and they didn’t want it to end. The students formed a
cohesive bond as a group and provided support to each other in classes. The parents of one student stated that they were amazed at the change in their son, as he seemed to have matured tremendously and “come out of his shell” during the nine-week program. Several of these students have returned to WWRC for vocational training and are happy to be back on campus. If you have potential referrals for this program, please contact Roy Nelson or Mary Nunnally.

Vocational Evaluation Now Available for Medical Lab Accessioner

WWRC’s Vocational Evaluation Department is now offering a vocational assessment for Medical Lab Accessioner. This job title falls under the O*Net code 29-2011.00 Medical and Clinical Laboratory Technologists. The Medical Lab Accessioner assessment is conducted in the Business and Information Technology evaluation area under “Business Support” and has been developed to assess client potential in a growing field in both public and private sector laboratory settings, such as LabCorp.

Shared Employment Network Group (SENG)

We are continuing our efforts with the Shared Employment Network Group (SENG), using the staff on campus to help identify employment opportunities in the region. Staff identified 22 job leads in January alone. Joan Hooven, LSTP Employment Instructor, was presented the Wayne E. Heatwole Vocational Services Excellence Award, which recognizes the SENG staff member who identifies the most job leads. Pictured from left: Penni Wetherell, Joan Hooven, and Barbie Menefee

--Submitted by Jackie Davis

OFCCP Publishes FAQs on New Sections for 503 and VEVRAA

The U. S. Department of Labor’s (“DOL”) Office of Federal Contract Compliance Programs (“OFCCP”) recently added a number of new Frequently Asked Questions (“FAQs”) regarding the new regulations which went into effect on March 24, 2014 for, respectively, Section 503 of the Rehabilitation Act of 1973 (“Section 503”) and the Vietnam Era Veterans’ Readjustment Assistance Act (“VEVRAA”). These FAQs, as well as the other FAQs previously published by the OFCCP can be found on the Department of Labor website (www.dol.gov) in its compliance and regulations section. Of particular note is that the new FAQs: 1) state that the agency will allow all of the Equal Opportunity (“EO”) clauses to be included in one paragraph; and 2) provide sample EO clauses. This is a significant change from the OFCCP’s prior position that the Section 503 and VEVRAA clauses must be included verbatim as set forth in the respective regulations.

--Submitted by Howard Green
Meet Your Committee Members: Howard Green

Howard has been a VRA member since the mid 1970’s. During his long history with NRA/VRA Howard worked on many committees, especially the legislative and fund raising. He served as president of VRA as well as the NRA Mid-Atlantic Region. Along with Benjy Burnett, a long standing VRA member, they established the VRA Annual Golf Tournament in 1999. The golf tournament was started to raise funds to hire a VRA legislative advocate. This will be the 15th year for the tournament and is now named after Benjy. (VRA Benjy Burnett Golf Tournament).

Howard joined the National Organization on Disability (NOD) in October 2010 as Deputy Director of Corporate Programs. Before coming to NOD, Howard served as a faculty member at Virginia Commonwealth University (VCU) for over 20 years where he also served as Director of Employment Services. In addition, Howard has provided technical assistance and consultation to businesses, community rehabilitation agencies and vocational rehabilitation staff. Mr. Green is known as a national trainer on building relationships between business and rehabilitation programs. He has provided a number of training activities across the country on business development for the employment of people with disabilities.

Before his work with VCU, Howard worked as the Marketing Director for the Virginia Department of Rehabilitative Services. He has been involved with a number of projects and programs for which has assisted both the Supply Side and the Demand Side of employment for people with disabilities. Howard has been active with the US Business Leadership Network (BLN), and SHRM. In addition, he currently serves on the Board for the Virginia BLN and a past Board member for APSE and continues to be involved with VRA activities.

Howard holds a Master’s Degree in Rehabilitation Counseling from VCU and has published and co-authored several articles and book chapters on Business and Employment for People with Disabilities. Howard has been recognized for his outstanding training by the National Rehabilitation Association, National Association of Rehabilitation Leaders, and received the R.N. Anderson Award for Leadership by the Virginia Rehabilitation Association as well as the US BLN National Partner of the Year Award in 2004.

Howard has consistently encouraged new rehabilitation professionals to join NRA/VRA because of its mission and strong support for developing quality rehabilitation professionals including its excellent training opportunities. In addition -VRA has continued to advocate for better services and employment for people with disabilities. VRA has given me a great network of other like minded professionals.

--Submitted by Howard Green
The Virginia Rehabilitation Association and Virginia Association for Rehabilitation Leaders

presents:

“Change – How to manage it within today’s technology driven – social media driven world”

This training continues to explore the world of managing change particularly as we are confronted with the ethical dilemmas presented by technology and social media. How can we manage our stress and deal with the pressure of change? How do we help those we serve deal with the stress of change? And what do we need to know about doing our work with the easy access of social media sites? This interactive session will further your understanding of managing change using self-awareness and will introduce ideas of how to handle technology/social media issues.

Presenter ~ Shirley Lyons, M.S.

Thursday, May 1, 2014
10:00 am – 3:30 pm
(check in and refreshments at 9:30, lunch on your own at noon)

Woodrow Wilson Rehabilitation Center
Switzer Building – Large Classroom
243 Woodrow Wilson Avenue
Fishersville, VA

CRC credit available

To reserve your place and for disability accommodation needs, contact Susan Gaillard by email at Susan.Gaillard@dars.virginia.gov. VRA/VARL members $10; Non members $20

Checks made payable to VRA should be mailed to
Susan Gaillard @ 8004 Franklin Farms Drive, Richmond, VA 23229
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VIRGINIA REHABILITATION ASSOCIATION
AWARDS NOMINATION FORM

Name of Award__________________________________________________________

Name of Nominee________________________________________________________

Nominee’s Address_______________________________________________________

SUPPORT FOR NOMINEE
On a separate page, please submit a statement detailing why the nominee is deserving of the award. Please provide historical information that supports the nomination. The nominee’s resume or curriculum vita may also be included.
Consider including supporting documents from others knowledgeable of the nominee’s outstanding accomplishments.

Name of Nominator______________________________________________________

Nominator’s Address_____________________________________________________

Telephone Number (H)__________________________(W)______________________

E-mail Address__________________________________________________________

Signature_______________________________Date___________________________

Nominations and supporting documents must be received by:
Alison M. Mundy, M.S., C.V.E.
c/o DARS
1300 Greensville County Circle,
Suite C, Room 105
Emporia, Virginia 23847
Phone: 434-634-4397
Fax: 434-634-9943
Email: alison.mundy@dars.virginia.gov

DEADLINE FOR NOMINATIONS IS AUGUST 30, 2014
--Submitted by Alison M. Mundy
YOUR AD COULD BE HERE!

Contact VRA at newsnotes@vra.org to reserve space in the next issue.

Ads are available in quarter, half and full-page sizes and can be purchased per quarter or year. Prices are available on the back page of this issue. All NewsNotes issues are posted and archived to the VRA website.

www.vra.org
The Choice Group

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- Situational Assessments
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Connect with other members of VRA!

Do you have a story to share? Go to the VRA member LinkedIn discussion board. This is a secure, professional networking site devoted to issues and interests of our members. VARL also has a site for leadership topics.

VRA LinkedIn Network: http://www.linkedin.com/groups?mostPopular=&gid=2114298
VARL LinkedIn Network: http://www.linkedin.com/groups?mostPopular=&gid=2613703

Network with other members of VRA by joining the VRA Facebook group! Members can discuss VRA issues and upcoming events on this social networking website:

https://www.facebook.com/?ref=home#!/groups/258928867454860

Please visit VRA.org

Please be sure to visit the VRA website at www.vra.org for important information about NRA and VRA news, updates on trainings and events, access to NewsNotes online, and photos of past VRA events!

VRA Events Calendar

Mark your calendars for these important dates for your state and national associations

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>May 1st</td>
<td>VRA/VARL Training: “Change: How to manage it within today’s technology driven, social media driven world,” Woodrow Wilson Rehabilitation Center</td>
</tr>
<tr>
<td>May 30th</td>
<td>VRCEA Spirit Award Nominations Due</td>
</tr>
<tr>
<td>June 6th</td>
<td>VRCEA Board Meeting, DARS Central Office</td>
</tr>
<tr>
<td>Jun 27th</td>
<td>VRA Board Meeting, 10:00-11:30am, VRCEA Board Meeting, 1:30-2:30pm, Location TBA</td>
</tr>
<tr>
<td>June 30th</td>
<td>VRA Foundation Scholarship Applications Due</td>
</tr>
<tr>
<td>July 5th</td>
<td>VRA NewsNotes Submission Deadline</td>
</tr>
<tr>
<td>Aug 30th</td>
<td>VRA Award Nominations Due</td>
</tr>
<tr>
<td>Sept 8th</td>
<td>VRA Annual Benjy Burnett Memorial Golf Tournament</td>
</tr>
<tr>
<td>TBA</td>
<td>2014 Collaborations Conference</td>
</tr>
<tr>
<td>Oct 30th-Nov 2nd</td>
<td>NRA Annual Conference, Des Moines, Iowa</td>
</tr>
<tr>
<td>Nov 21</td>
<td>VRA Board Meeting, 10:00-11:30am, VRCEA Board Meeting, 1:30-2:30pm, Location TBA</td>
</tr>
<tr>
<td>Nov 28th</td>
<td>VRA NewsNotes Submission Deadline</td>
</tr>
</tbody>
</table>
VRA President  Kim Shepard  
President-Elect  Jean Steveson  
Past President  Rob Froehlich  
Treasurer  Eleanor Williams  
Secretary  Adair Jensen-Smith  
Board Members  Nora Tucker  
              Susan Gaillard  
              Alison Mundy  
              Wendy Gradison  
              Margie Millner  
              Roxanne Slaughter  
              Patti Drescher  
              Beth Groff  
              Antoinette Smith  
VRCEA President  Bonnie Hawley  
VARL President  Shirley Lyons  
NewsNotes Editor  Kristina Derderian  

Run An Ad in the VRA NEWSOTES

1/4 PAGE  
$15 / issue : $50 / year  
1/2 PAGE  
$24 / issue : $90 / year  
Full Page  
$50 / issue : $175 / year  

Next Deadline for NewsNotes: July 5th, 2014.  
Please Submit NewsNotes articles to  
Kristina Derderian by Email at:  
newsnotes@vra.org  
Or send by US Mail to:  
VRA NewsNotes c/o Mary Kaye Johnston  
4612 Kingsrow Drive  
Glen Allen, VA 23060