



Newsletter Date: 6/20/18

Volume 1, Issue 10

Training conference held
on 8/30/17 – 9/1/17

FRA NEWSLETTER

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Editor: Dr. William Hudson, Sr.

A Product of the FRA Board

Motto: "Striving to make a difference"

"Getting an idea should be like sitting down on a pin; it should make you jump and do Something". E.L. Simpson

Message from the FRA Board

Hello All,

Once again the 2017 training conference strived to provide you with the current and vital information on issues facing those in need of rehabilitation services and the professionals who provide those services. It remains a pleasure to support our profession and offer training at the same time. We continue to grow as a Board and are proud to be able to continue to represent you at a high level.



In Defense of Vocational Rehabilitation

The profession of Vocational Rehabilitation continues to change from providing specialized services to a targeted population to a more inclusive organization expanding the delivery of services. This organization is geared towards creating credibility and building on the organization's identity among peers, members, employees, employers, clients or vendors.

It is vital that as VR professionals, we continue to strive for acceptance of our profession by those

who question our service to populations in need.

It's not enough to show that we provide much needed services to the most venerable in our society, but that we provide these services in spite of the fact that there is little recognition or reward.

There is no greater service that one can do than to support and defend the weak and neglected ones in our society.

Each day, VR Counselors, Vocational Evaluators, Placement

Coordinators, Counselor Educators, Vocational Rehabilitation Supervisors, Managers, Independent Living Supervisors and facilities, Sheltered Workshops, Goodwill Industries, Transition Coordinators and others too vast to name, wage a silent battle for those with no voice or platform to show need, appreciation or simply acknowledgement of our efforts to provide critical services.

Quote: Stay Focused and Strong

Ethics – The other side of the Coin: Understanding Opposing Ethical Perspectives

by **Dr. Jamie Pomeranz**

Discussion

1. Review of key stakeholders
2. Review of influencing factors
3. When does an ethical dilemma occur?
4. Impact on legal aspects
5. Look at historical concepts
6. Desired outcomes
7. Evaluation of a legal decision after the decision has been made

A review of ethical decisions in the form of case studies resulted in an in-depth group discussion and decision making exercise.



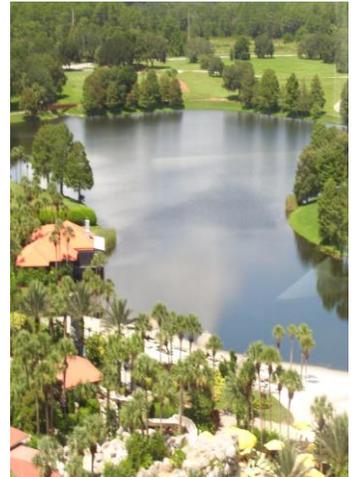
Postsecondary Transition Programs for Students with Intellectual Disabilities

by **Kathleen Becht**

Florida Consortium on Inclusive Higher Education (FCIHE) has programs at Florida International University, University of Central Florida, Florida State College at Jacksonville and University of South Florida – St. Petersburg campus. Additional sites have been added. These postsecondary programs are geared towards individuals with intellectual

disabilities. The programs are designed to be inclusive as well as strenuous for the participants. The participants are listed as dual enrolled to be able to utilize IDEA funds.

There are twelve programs currently in operation. Ten of the twelve programs utilizes vocational rehabilitation funds once the high school graduation requirements have been met.



Division of Blind Services Updates: Robert Doyle, State Director

The Division of Blind Services is currently utilizing a pre-employment transition system. In addition, the Workforce Intervention Opportunity Act (WIOA) is adhered to by the division.

5,975 individuals were gainfully employed in 2017. This was 781 more employed than in 2016.

VR caseloads in the State are 97 – average, 251 highest and 191 is the median. 26 is not the end game anymore. The quality of the relationship with the client, the quality of the placement and the quality of the follow-up or follow-along is now vital to the process.



Everybody Hates Colonoscopies: Embracing Cultural Diversity Through Similarities by Johana Gonzalez

What is cultural diversity?

Cultural – relating to society

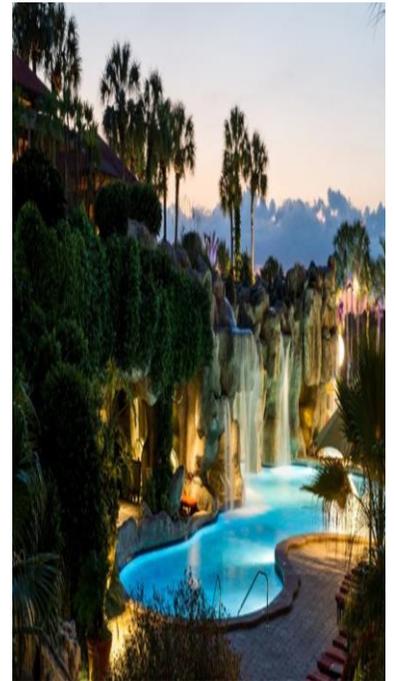
Diversity – State or fact of being diverse

5 “F”s to Cultural Diversity Similarities:

1. Feel connected
2. *Find a shared Understanding*
3. Feel a sense of belonging
4. Find it easier to share
5. Find it easier to trust each other.

Things that make us similar:

1. Class clown
2. Love to dance
3. Been bullied
4. Had sex this past week
5. Broken hearted
6. Lonely
7. Bi-sexual
8. Saved life (religious)
9. Loved your luck



Carolyn Marayan – Special to Newsletter

The following article is a tribute to the work ethics, endurance and charisma of a rehabilitation professional.

The Florida Rehabilitation Association (FRA) is proud to acknowledge the accomplishments of Ms. Carolyn Narayan who is currently a Senior Rehabilitation Specialist in the Miami District Office of the Division of Blind Services. Due to her tireless efforts, Carolyn has won numerous District wide and State wide awards. These awards include a Successful Closures Award and the Johnnie Stanton Award. To name a few.

Carolyn started out as a client in the Division of Blind Services 27 years ago in Miami, Florida. She started her State employment as a work experience rep in the Bureau of Business Enterprise Program. She then became the Assistant Supervisor after one year. She worked in the Elderly Independent Living Program for 20 years. She has been a Senior Vocational Rehabilitation Specialist and currently is the Supervisor of Blind Services Program in

Miami. She holds a BS degree in Sociology.

She has glaucoma and is considered legally blind. It is unusual to find someone who started as a client and later became a supervisor providing needed services to individuals who are blind. Her strength and commitment in the provision of services is immeasurable and a true testament to a quality individual.

The FRA Board and members salute you for services rendered.



Linda Rimmer to Retire “Special Feature”

We are proud to announce and celebrate the extraordinary career of a special young lady. Her dedication and stamina are a tribute to us all.



The end of an era has happened. Mrs. Linda K. Rimmer, CRC, CVE, FRA Board Member at Large, and VP Goodwill Industries, retired at the end of September, 2017. She has spent the last 22 years at Goodwill of Central Florida. She worked at three additional Goodwills over her career

which spanned a total of 37 years working with individuals who have special needs. She started her service as a counselor at Goodwill and worked her way up. What does she plan to do after retirement? Well, she plans to travel. Hopefully, she will continue to

provide her valuable services to FRA.

Linda you will be missed.



Division of Vocational Rehabilitation Update:

Aleisa McKinlay, State Director

The retiring Division of Vocational Rehabilitation Director provided highlights on the Pre-employment Transition System and the Workforce intervention Opportunity Act (WIOA). In addition, Vision 202 was presented and discussed. Developing a national initiative is now a major

emphasis. There are several misperceptions about obtaining services and the use of these services. Items discussed were:

1. VR is a dream crusher
2. Social services are not timely
3. Fulfiller
4. Unlimited funding source
5. non collaborative
6. Inconsistent



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"I'm warning you, Edgar. You're getting too much sun."
K.Spear

PASSING OF THE TORCH: FRA Welcomes Allison

It is with sadness in our hearts that we say goodbye to the current State DVR Director Aleisa McKinlay and welcome aboard the new State DVR Director, Allison Flanagan. Allison became the current Director on September 18, 2017. She came to Florida from Kentucky in May of 2017 to serve as the Deputy Director of Florida's DBS. While serving in the DBS, she oversaw the operations of

the agency and updated policies to include changes in workforce innovations and Opportunities Act (WIOA). While working in Kentucky, she served as the Executive Director of the Kentucky Office for the Blind (KOB) for five years.

She is a graduate of the University of Kentucky and holds a Masters degree in Rehabilitation Counseling.



"Wisdom is the power that enables us to use knowledge for the benefit of ourselves and others."

Florida Rehabilitation Association

Increasing Employability in Students with High Functioning Autism by Lance Hastings

Executive functioning of individuals with this disability was defined and discussed. These functions were defined as inflexibility, poor self monitoring, poor planning, poor organizing, poor emotional control, poor working memory and co-morbidity with anxiety. Some of the common strengths among these individuals are intelligence, language, memory, math skills, attention span, perceptual skills (visual) and motivation.

Predictors of employability for these clients are as follows.

1. Level of communication ability
2. Interpersonal skills
3. Control of self stimulatory behavior
4. Response to stress or anxiety

A discussion was held on the development of a strategy notebook or toolbox which will be compiled by the client overtime. This notebook will contain a summary of strengths, weaknesses, triggers and strategies which can be used by the client during specific moments of stress.

Several terms were explained and listed as a way of designating the disability. These terms are Autism Spectrum (AS), High Functioning Autism (HFA).



Can you tell which child has Autism?



FRA Board Meeting comments

FRA membership remains at approximately 117.

The discussion on the reestablishment of the Tampa Bay chapter continues.

FRA is scheduled to host SERNRA in 2019. There were several suggestions to collaborate on the conference or be allowed to have a larger role in offering the conference the FRA way. The use of a multiple track offering at the SERNRA conference was heavily discussed.

Nominations are needed for the upcoming election.

It is time to bring in board members as a number of the current board members announce retirements. Recruitment efforts are needed.



FRA Board Members:

Christina Dillahunt-Aspillaga

Donald W. Barnes

Madeline Davidson –
Membership Chair

Denise Giarrusso
President/Treasurer

Christopher Hallissey

William E. Hudson, Sr.
Newsletter Editor

Dorjan Kraja – Legislative
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Andrea Melvin - Secretary

Linda K. Rimmer-Program
Chair

Karla Wooten

Harry McEwen

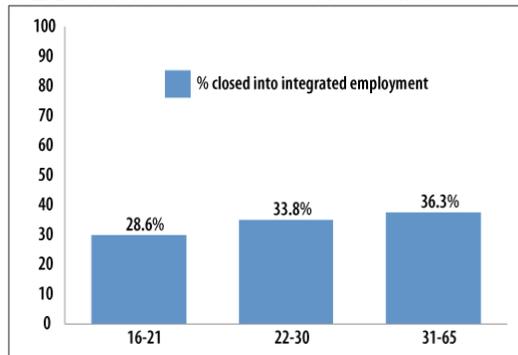
We're on the Web!

visit us at:

Floridarehabilitationassociation.org

Editor: Dr. William Hudson, Sr.

FL Division of Vocational Rehabilitation Closure Data



Knowing when to adjust is a key element in decision making



It's important to have friends



For involvement in FRA use address below

Place
stamp
here

YOUR NAME

Street Address 1

Address 2

City, ST Zip

**FLORIDA REHAB. ASSOCIATION
606 MARLA CREEK COURT
JACKSONVILLE, FL 32220**

**ATTENTION: DENISE GIARRUSSO
PRESIDENT/TREASURER**

USE AS POSTCARD