WRA Proud to Offer Teleconference on the Top 10 Changes to the Code of Ethics!

On November 16th from 10:30 am to noon, the Wisconsin Rehabilitation Association will offer the Top 10 Changes to the Code of Ethics teleseminar. The 2010 CRC Code of Ethics has incorporated changes to better reflect the field of VR today. This teleseminar will examine these changes and their impact on our day-to-day work. Learning objectives, presented by Linda Hedenblad from TACE Region V, will include: Identifying changes to the 2010 CRC Code of Ethics and how these changes impact service delivery; demonstrating a working knowledge of the CRC Code of Ethics through case studies and examples; and, using an ethical decision making model to address complex ethical questions and situations.

Registration Deadline: Nov 5th.

Cost: WRA Members $15.00 Non Members $25.00

Earn 1.5 CRC ethics credits!

For more information, check out the WRA website at http://www.wra-org.org/.

WRA Connection Fall 2010 Newsletter

Linda Hedenblad, MSE, CRC TACE Region V

WI Selected by SSA for the Benefit Offset National Demonstration (BOND) by Amy Thomson

The Social Security Administration (SSA) has contracted with Abt Associates to design, implement, and evaluate a National Demonstration of the SSDI $2 for $1, called the Benefit Offset National Demonstration (BOND). Ten SSA Area Office jurisdictions around the country were randomly chosen and the state of Wisconsin is one of those 10 (except for Douglas, Bayfield, Washburn, Ashland and Sawyer counties). Both SSDI only and concurrent SSI/SSDI beneficiaries will be eligible for the demonstration. In Phase 1 of the demonstration beneficiaries will be chosen and assigned to 1 of 3 groups: (1) a group that is notified that they are eligible for a benefit offset if they return to work; or (2) groups that can enroll in one of the program variants, or (3) a control group that will not be eligible for these programs but will remain eligible for SSDI benefits and services under existing program rules.

Impacts of the program interventions on employment, SSDI benefits, and a range of other outcomes will be estimated by measuring differences in outcomes among the program and control groups.

Individuals eligible for the $2 for $1 offset can earn higher wages when they return to work and still receive a portion of their SSDI payment, and not lose it immediately.
WRA Connections

WRA President’s Message

for the members who are willing to contribute their time and talents to the board and to the people with disabilities in WI.

40 members responded to the WRA survey. That’s a 40% return rate! The board would like to thank the members who took the time to provide their voice as to how the association will move forward in 2011. The board reviewed the survey responses at our 10/15/10 board meeting. After reviewing the survey results regarding the preferred method for voting for board positions, I confirmed with the National Rehabilitation Association (NRA) that we cannot have electronic voting this year. NRA must first change their Constitution and Bylaws. Therefore, ballots will be mailed to all members toward the middle of November with a stamped addressed return envelope.

Some members indicated in the survey that they were not interested in receiving WRA information via email. Please contact me directly at deb.hendersonguenther@wisconsin.gov to request that your name be removed from the contact list.

As we enter another autumn season in Wisconsin, I want to take this opportunity to recognize all of the bright and dedicated rehab professionals in our association. If not for you working to eliminate barriers and increase employment opportunities for people with disabilities, many people with disabilities would not be able to live full and productive lives.

Call for Nominations for WRA Board

WRA is looking for members to run for the 2011 board. Please consider running for one of the board’s open positions.

Why should I run?
As a board member, you will be able to contribute and influence the associations’ activities. You will have an opportunity to learn and network with other members in the rehabilitation field. You can be instrumental in increasing membership and raising funds. You can earn CRC credits just for serving on the board!

The board conducts brief meetings face-to-face and via teleconference about 6 times a year.

The following positions are available in 2011:

**President Elect:**
* Serve on the Board and its’ Exec Committee.
* Preside over meetings of the Association, the Board and the Executive Committee.
* Serve on the Great Lakes Regional Board as a voting member.
* Assume the Presidency at the end of the latter’s term.
Term: 3 years (1 term as president elect, 1 term as president and 1 term as past president)

**Vice-President:**
* Serve on the Board and its’ Exec Committee.
* In the President’s absence, preside over the meetings of the Association, the Board and the Exec Committee.
Term: 1 year

**Secretary:**
* Serve on the Board and its’ Exec Committee.
* Record all minutes and maintain records of the Association.
* Act as Historian for the Association and present a previous year’s history to the Board no later than the first board meeting following the Secretary’s term.
Term: 1 year

**Board Members at Large** (3 open positions):
* Serve as a voting member of the Board.
* Perform such other related functions as may be assigned by the Board.
Term: 1 year

**Consumer Board Member:**
* Serve as a voting member of the Board.
* Perform such other related functions as may be assigned by the Board.
Term: 1 year

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Deb Henderson-Guenther, WRA President

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You may be wondering, what is PERC? The Paths to Employment Resource Center is a training and technical assistance center whose mission is to promote choice, increase employment options, and expand opportunities so that individuals with disabilities can earn income and participate in community life.

Guided by a training needs assessment, evidence-based practices and consumer-centered values, PERC provides education, technical assistance, research, and resources. Key customers or stakeholders include individuals with disabilities, their families, government agencies, educators/transition coordinators, and employment service providers.

PERC is a collaboration between the Stout Vocational Rehabilitation Institute (SVRI), UW-Madison’s Department of Rehabilitation Psychology and Special Education, and Employment Resources, Inc. (ERI). PERC is currently funded by the Wisconsin Department of Health Services under a Medicaid Infrastructure Grant (MIG) from the Centers for Medicare and Medicaid Services.

Assessing Training Needs
What kind of training do people with disabilities, families, service providers, and other agencies need? That was the question the UW Madison, Dept of Rehab Psych and Special Education research team answered by conducting a statewide needs assessment. The needs assessment included an extensive review of the current research literature focused on identifying evidence-based practices that lead to integrated employment. In addition, a series of focus groups and listening sessions helped determine potential training and resource needs related to improving employment outcomes for people with disabilities.

Based on the needs assessment results, PERC developed training and technical assistance priorities. The findings indicated that stakeholders need:
* Increased knowledge of employment services,
* Better understanding of how to navigate the service systems available, and
* Support for consumers in obtaining access to employment-related services and resources.

For the full needs assessment report or summary report visit http://www.percthinkwork.org/research

Training and Technical Assistance
PERC has three training series in development:
• Employment Services and Strategies,
• Employment Support Services; and,
• Benefits Counseling.
Each series will have beginner levels that provide free topic overviews. Intermediate and advanced levels are also being developed. New training options are being added to the PERC website as they are completed.

In addition to training, PERC also provides access to resources and information. This technical assistance is being offered in a variety of ways:
* Individual inquiries – send us your email questions and we will connect you to resources and information;
* As part of training – continuing online access to information and resources to apply what you’ve learned;

* Learning communities – to date, learning communities on employment and self-directed supports are available where individuals can connect, share and learn with and from community members.

Where Can You Find Out More?
Visit www.percthinkwork.org
• Join the PERC mailing list.
• Add your events to the PERC Calendar.
• Join an online community.
• Check out PERC’s growing training library.

Feedback or questions?
Contact Mary Beck, Project Manager 608-261-9311 mary.beck@wisconsin.gov
PERC Provides Timely Info for New RSA Commissioner

Lynnae Ruttledge, newly appointed Rehabilitation Services Administration (RSA) Commissioner, was the keynote speaker at the annual Northeast Rehabilitation Association Training Conference in New York on July 19, 2010. In her Keynote Address, Ms. Ruttledge described the three primary policy issues she hopes to address as RSA Commissioner: 1) Revisit RSA’s definition of “successful outcome” in the vocational rehabilitation (VR) system to accept only integrated, community-based employment at competitive wages; 2) work with the Federal Department of Labor to overturn and eliminate the sub-minimum wage license; and 3) update and expand the Randolph-Shepard Act program and market micro-enterprise/self-employment to youth.

In addition, Ms. Ruttledge hopes to increase the visibility of RSA and the VR program at the national level. She also will work to improve the relationship between RSA, the Social Security Administration, Centers for Medicaid and Medicare Services, and other federal agencies and ensure that RSA actively collaborates with federal agencies on disability-related issues.

Mary Beck, Paths to Employment Resource Center (PERC) Program Manager, and Cayte Anderson, Assistant Director of Operations, Wisconsin Pathways to Independence Projects, presented Ms. Ruttledge with the PERC Needs Assessment Report. Ms. Ruttledge indicated she was very interested in PERC’s Needs Assessment results because of its focus on employment for people with the most significant disabilities. She added that she really would read the PERC report as it made her frequent flying time much more enjoyable and productive!

Ms. Ruttledge also attended the Asset Development session conducted by Cayte Anderson; Terri Lannan, Policy Analyst/Health and Employment Counseling Manager, Wisconsin Pathways to Independence Projects; and Tobey Davies, Director of Poverty and Disability Research, University of New Hampshire-Institute on Disability. Ms. Ruttledge is a supporter of asset development and had been involved with this innovative work in various leadership capacities in the states of Washington, Oregon, and Michigan.

For more information about PERC, contact: Mary.Beck@wisconsin.gov (608) 261-9311 or visit the website at www.percthinkwork.org

Call for Nominations for WRA Board (Continued from page 2)

To obtain further information on WRA’s mission, constitution, and by-laws please refer to our website at: http://www.wra-org.org/

How do I submit a nomination?

1. Read the criteria regarding the position.

2. Only National Rehabilitation Association members in good standing may submit a nomination.

3. Submit the nominee’s name and contact information to Deb Henderson-Guenther at Deb.Hendersonguenther@wiscosin.gov by 11/8/10.

What happens to my nomination?

1. The WRA president reviews the nominees to determine that they are a member in good standing.

2. The WRA president will obtain verbal or written confirmation from the nominee that they are interested in the position.

3. The nominee’s name will be placed on the November 2011 ballot.
WRA Member Spotlight! Lisa Eberle

Lisa Eberle is a recent graduate from the University of Wisconsin-Madison where she received a Bachelor of Science and Masters Degree in Rehabilitation Psychology. Lisa is also a Certified Rehabilitation Counselor.

Lisa works for the State of Wisconsin in the Department of Health Services as a Psychological Associate. She is part of an interdisciplinary team at Central Wisconsin Center (CWC) that provides direct services to individuals who have intellectual disabilities, complex medical needs, and challenging behaviors.

At CWC, Lisa provides intellectual and adaptive behavior assessments, develops behavior intervention plans, and provides training on behavior change principles.

Lisa currently works on two different units at the CWC; the long-term 45 bed adult residential care unit as well as a 10 bed short-term care unit where both children and adults stay on a temporary basis.

Lisa has been working for the CWC for two months. She shared that her favorite thing about her job is, “having the chance to spend time with and getting to know so many residents... I also feel fortunate to work on an interdisciplinary team with so many skilled and devoted professionals.”

Lisa’s favorite pastime is spending time with her 4 year-old daughter, Ava. She also enjoys socializing with family and friends, being outdoors, and playing piano.

WRA Member Spotlight! April Pierson

April works for the University of Wisconsin-Stout Vocational Rehabilitation Institute as an Online Training Coordinator/Instructional Designer. April creates online professional development courses in the area of vocational rehabilitation and teaches a four-credit UW-Stout course called Benefits Coordination. Her favorite thing about her job is the flexibility. April has been an online training coordinator for three years but was previously a vocational evaluator and benefits specialist. April stated that she knows quite a bit about disability benefits such as Social Security and about online teaching, but would like to learn more about web design. April has a Masters in Vocational Rehabilitation and an Ed. S. in Career and Technical Education, both from Stout. When asked what she is really good at, April stated that she is good at learning and wouldn’t mind being a student forever! She also stated that she is interested in learning how to play the harp. April is married and has two big dogs, a Newfoundland and a Leonberger, as well as three cats. When asked what her favorite pastime is, April stated that she does not have a lot of time for fun considering her house is always being remodeled, but she likes to take training classes with her dogs to work with them on learning new things. April would like to see WRA bring professional development and networking opportunities to its members. April also encourages everyone to check out SVRI’s online professional development courses at www.uwstout.edu/svri (click on training and online classes).
### 2010 – 2011 Calendar of Events

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
<th>Location</th>
<th>Details</th>
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<tbody>
<tr>
<td>Nov 2 – 4</td>
<td>WI APSE State Conference</td>
<td>Osthoff Hotel &amp; Resort, WI</td>
<td>For more info: <a href="http://www.wiapse.org">www.wiapse.org</a></td>
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<tr>
<td>Nov 4 – 6</td>
<td>IARP National Forensic Division Conference</td>
<td>New Orleans, LA</td>
<td>For more info: <a href="http://www.rehabpro.com">www.rehabpro.com</a></td>
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<tr>
<td>Nov 8 – 10</td>
<td>In Control Wisconsin Statewide Conference</td>
<td>Kalahari Resort, WI Dells</td>
<td>For more info: <a href="http://www.wi-bpdd.org/whoweare/2009_Events/selfdetermination.cfm">www.wi-bpdd.org/whoweare/2009_Events/selfdetermination.cfm</a></td>
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<tr>
<td>Nov 22 – 23</td>
<td>2010 Mental Health Consumer Conference</td>
<td>Kalahari Resort, WI Dells</td>
<td>To register, call 1-800-770-0588 ext 9 or by e-mail at <a href="mailto:mollycisco@msn.com">mollycisco@msn.com</a> or <a href="mailto:mkeenen@yahoo.com">mkeenen@yahoo.com</a></td>
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<tr>
<td>Dec 2 – 4</td>
<td>International Disability Studies Conference: “Diversity in Quality of Life”</td>
<td>Amsterdam, Netherlands</td>
<td>Contact Disability Studies in Nederland and VU University Amsterdam, <a href="http://www.disabilitystudies.nl">www.disabilitystudies.nl</a></td>
</tr>
<tr>
<td>Feb 17 – 18</td>
<td>WI Transition Conference</td>
<td>Kalahari Resort, WI Dells</td>
<td>For more info: <a href="http://www.wsti.org">www.wsti.org</a></td>
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### Workability – Not Disability Poster Contest Winner

The Cooperative Educational Service Agency #2 (CESA #2) held a poster contest to raise awareness for the employment of people with disabilities among employers, educators, students and the general public. The poster campaign’s goal is to help promote education and employment of young people with disabilities. The contest, “Work Ability - Not Disability”, sought original artwork created by middle school and high school age Wisconsin youth with or without disabilities.

Robin Reif, a special education teacher at Tremper High School in Kenosha, WI, and her class submitted the winning poster concept.

Megan Cunningham, a student at Parker High School in Janesville, created the final design and illustrations.

The winning poster was distributed to all middle and high schools throughout Wisconsin and is displayed on the Wisconsin Youth First website, [www.wiyouthfirst.org](http://www.wiyouthfirst.org).

The statewide poster contest is part of a larger national campaign, “National Disability Employment Awareness Month”. Various campaigns continue to be held annually to help promote awareness of the continuing issues of low employment rates for people with disabilities and the barriers they face to become employed.
Registration is now open for the 2011 Rehab & Transition Conference, which will be held April 6 – 8 in a NEW LOCATION! The Osthoff Resort will be the beautiful new site this year. Rooms will sell out, so make your reservation soon!

A Call for Proposals is out so if you have an innovative idea for a session, please submit your proposal online at www.rfw.org. Deadline for submissions is Nov 15th.

Who should attend the conference? Voc Rehab Counselors, post-secondary transition specialists, job placement and community integration specialists, community-based service providers, MCOs, government employees and disability advocates look forward to this annual conference to enhance their professional competencies, receive CEUs or CRC credits and network with others in the rehabilitation and post-secondary transition fields.