

# Promising Practices for Providing AIVRS Services Follow Up

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Carol was awarded two of the highest awards in her state: the Michigan Rehabilitation, 2002 and the first recipient of the Tina award, 2006 for her work and commitment to Native American people with disabilities.



## **Carol Bergquist, Ph.D.**

Program Director of Project:  
**VISIONS**

A Tribal Vocational  
Rehabilitation Program

Almost thirty-years serving  
the  
Hannahville Indian  
Community

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# Follow Up

# Welcome!



# Follow Up

The purpose for our meeting today is to discuss the concepts presented during our “Promising Practices” Webinar on 9/20/2016 and to clarify our discussion during our “Promising Practices CoP” on 9/22/2016.

We will also talk about how to continue our conversations through a AIVRS Directors’ Community of Practice (CoP).



# Promising Practices Webinar and Community of Practice – Discussion

## Transformation of Public VR to Tribal VR.

1. The first transformation involved adapting the large bureaucratic, Federal-State, largely urban VR system, to focused, Native American/Alaska Native (NA/AN) “friendly” VR service delivery models located in rural and remote tribally governed communities.
2. The second transformation was incorporating NA/AN history, culture and spiritual teachings to effectively and appropriately serve Native people with disabilities.

Making the transformation from large, bureaucratic, statewide VR service delivery model, to a focused, NA/AN “friendly” VR service delivery model located in rural and remote communities.

| AIVRS   | STATE / Public VR              |
|---|--------------------------------|
| External/Regulations and Operational Guidance |                                |
| Proximity to community                        | Travel many miles              |
| Open categories                               | Order of selection for many    |
| Less dollars to work with                     | More dollars to work with      |
| Follows Federal Regulations                   | Follows Federal Regulations    |
| Five year discretionary grant                 | Formula funded                 |
| Follow grant and regulations                  | Follows state plan regulations |



Making the transformation from large, bureaucratic, statewide VR service delivery model, to a focused, NA/AN “friendly” VR service delivery model located in rural and remote communities.

| AIVRS                                    | STATE / Public VR                       |
|--|---|
| Internal – VR Service Delivery           |   |
| Timely services and quick responses      | Long wait for appointments and services |
| Flexibility                              | One size fits all                       |
| Multi-agency, wraparound service options | Single agency focus                     |
| Small case loads                         | Large case loads                        |
| Limited specialized staff                | Availability of specialized staff       |
| Few CRC personnel                        | More CRC personnel                      |

Making the transformation from large, bureaucratic, statewide VR service delivery model, to a focused, NA/AN “friendly” VR service delivery model located in rural and remote communities.

| AIVRS  | STATE / Public VR                            |
|--|--|
| Internal – VR Service Delivery Continued             |  |
| Less confidentiality/Less anonymity                  | More confidentiality/More anonymity          |
| VR Counselors travel to remote areas                 | VR Counselors seldom travel to remote areas  |
| Missed appointments are rescheduled and accommodated | Missed appointment - letter of non-compliant |
|  |  |
|  |  |
|  |  |

**Making the transformation from large, bureaucratic, statewide VR service delivery model, to a focused, NA/AN “friendly” VR service delivery model located in rural and remote communities.**

|   |  |
|---|--|
| <b>Internal – Native Culture</b>                    |  |
| <b>Trust their Tribe</b>                            | <b>Mistrust of government</b>                                      |
| <b>Native friendly</b>                              | <b>“No one” friendly</b>   |
| <b>Specialized NA/NA ethnicity</b>                  | <b>Serve all ethnicities</b>                                       |
| <b>Native culturally sensitive/Family inclusion</b> | <b>Limited inclusion of Native culture/Seldom family inclusion</b> |
| <b>Holistic model</b>                               | <b>Medical model</b>   |
| <b>Meet consumers in their home and communities</b> | <b>Consumers go to VR office or meeting at VR location</b>         |
|   |  |



# Community of Practice – Discussion

Our individual tribal efforts represent a Qualitative Research Social Experiment Model for each specific locale and environment.

The concurrent development of similar AIVRS programs in diverse locations with little communication or direction about their implementation, is the social experiment.

The long term intent is for all AIVRS programs to benefit from the evidenced based practices derived from the broad variety of "*in situ*" experiments (each AIVRS site) conducted throughout the United States.



# Community of Practice – Discussion

Gathering information to create the first time “evidence based practice” for Tribal Vocational Rehabilitation.

1. Is our “report of what worked” the beginning of evidence for “evidence based practice”?
2. Do we need proof that it worked? Is proof, personal testimony and individual program outcomes?



# Community of Practice Follow Up & Discussion

The AIVRS goal of successful individual employment outcomes contributes to each Tribe's "Native Nation Building" goals of workforce and economic development.



# Follow Up

## Additional discussion topics:

1. Consideration of local topography and environment in the development of each AIVRS Program.
2. ADA (American Disability Act) and other needs for accessibility related to entrance into specific cultural ceremony requirements.

# Follow Up

Continuation of AIVRS Directors CoP (Community of Practice), “How do we keep the conversation going”?

- Webinar and CoP with audio participation.
- Monthly phone calls among Directors
  - Regional
  - National or
  - Topical
- Chat Room (online)
- Meetings at CANAR Conferences
- AIVRTTAC Talking Circles
- Other ideas are welcome!



# Follow Up

## Capacity Building:

Providing time for critical thinking and problem solving through historical review of AIVRS implementation, to increase understanding and knowledge of Tribal members with disabilities in preparing for employment.



# Follow Up

## Megwetch!

*Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has.*

*Margaret Mead, Anthropologist*

