

Promising Practices for Providing AIVRS Services Follow Up

Carol Bergquist, Ph.D.

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.

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

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

