



TRC news & views

TEXAS REHABILITATION COMMISSION

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Region IV Director Ken Vogel told the Texas Rehabilitation story to a group of Japanese social service workers visiting Houston.

GCEH Honors Employers, Individuals

The Governor's Committee on Employment of the Handicapped honored five Texans last month for their outstanding efforts in employment of the handicapped. The honorees were Martha Arbuckle, Austin, Handicapped Texan of the Year; Dr. Donald Rathbun, El Paso, Physician of the Year; Cardinal Body Shop, Beaumont, Small Employer of the Year; E-Systems, Inc., Garland Division, Large Employer of the Year; and Charlie Perkins, Beaumont, Citation for Meritorious Service.

In addition, Dora Huston, former Executive Director of GCEH, was presented with a plaque from the President's Committee on Employment of the Handicapped (signed by President Carter) and two awards from the Governor's Office for her service to the handicapped people of the state and nation.

In other business, Allen Clark of the Governor's Office announced that Justin Dart of Austin will serve as chairperson for GCEH during the current year. Dart replaces outgoing chairperson Sam Milsap of San Antonio.

Vogel Spreads TRC Word

Region IV Director Kenneth Vogel did TRC proud last month when he addressed a group of Japanese social service workers visiting Houston. About 25 representatives of the Research Institute for Social Welfare Service in Tokyo were the guests of the Dept. of Human Resources during their stay in Houston.

Vogel delivered a 45 minute lecture describing TRC and the services we provide.

Vogel reports that the visitors were especially interested in our severely handicapped clients and the

services available to them. Vogel was a good person to ask about that since about half of the client caseload in the Houston region is severely disabled.

This is the second time in recent weeks that visitors from a foreign country have made contact with TRC. Last month, a television crew from Japan visited the IMPART office in San Antonio. The television network is producing a special program for the International Year of the Disabled. The IMPART program will be included in the documentary.

Movin' Up

Congratulations are in order for three TRC counselors who were promoted last month. Dana Ruff of Conroe, Oren McGrew of Abilene and Jerry Hickman of Wichita Falls were promoted to Senior Counselor status, effective Oct. 1st.

Review Indicates Job Well Done

by Doyle Wheeler,
Deputy Commissioner

A few weeks ago, the Central Office asked for about 80 case files on clients who had been closed as employed. These clients were to have received rehabilitation services paid for from the Social Security Trust Fund or Supplemental Security Income Funds.

The cases you submitted were reviewed by the Regional Office of the Rehabilitation Services Administration. Staff members from the Federal Regional Office studied each case to determine if it met federal regulations.

After the review, we were advised that none of the cases contained a major deficiency. Only four cases contained technical errors.

This is an improvement over the 1978 Program Administrative Review. It is a compliment to each of you who submitted case files for this review and is also a compliment to the quality of work that is being done by all fieldstaff members.

R.I.P. Tears Through Paperwork

by Jeff Kaufman,
Technical Programs

The Reduction in Paperwork (RIP) Committee has completed its first year of activity and the results of its work are being integrated into the rehabilitation process. The revisions were possible because administration was willing to adopt RIP committee recommendations. Indications are that the field staff is working more efficiently with clients and limited resources since the first RIP recommendations went into effect.

In terms of forms reduction, the RIP proposals have been extremely effective. Sixteen program forms (33%) have been deleted. Another 11 were revised, combined or otherwise simplified, making their completion less time-consuming.

The RIP Committee has also had a real impact in streamlining policy and procedural requirements. Documentation for actions taken by counselors no longer needs to be repeated several times in different places. Medical, psychological and other client information can simply be referenced in a Contact Report rather than restated. IWRP's need not be amended as often as before. Client signatures do not need to be collected as often as before. Counselor judgment has been re-emphasized as a viable factor in the pro-

cess of working with clients.

The work of the RIP Committee recently resulted in a wholesale simplification of the procedures surrounding medical diagnostics and restoration services. These changes, which go into effect December 1, 1980, will involve training which will be conducted during the month of November. It is felt that once Counselors, Secretaries, Supervisors and Local Medical Consultants become familiar with the revisions, they will find medical diagnostics and restoration services easier to provide and document.

Although the RIP Committee has caused many changes in the way services are provided and the way documentation occurs, feedback from the field on the whole has been positive. Any change usually causes some anxiety at first. This is understandable. But the RIP Committee feels confident that by streamlining paperwork, policy and procedures, the goal of serving our clients will be more efficiently achieved. The task at hand for rehabilitation counselors is the delivery of professional services to their clients. The RIP Committee is dedicated to attempt to remove those barriers in the system which deter from such a goal.

An "Edge" for Commission Clients . . .

The Targeted Jobs Tax Credit Program

by Ron Trull,
Program Specialist



TRC People

At one time, Karol Ann Caldwell's name appeared on our long list of clients. Now you can find her name in the Personnel Directory as a secretary in the Commerce Field Office. Karol, 32, was a TRC client until January of this year. Involved in an auto accident 14 years ago, she is confined to a wheelchair. She was enrolled in East Texas State University, in secretarial training, when Counselor Mack Andrews told her about an opening in his office. And that's how Karol came to TRC.

Karol lists her hometown as Durant, Oklahoma. She is a graduate of Littleton High School in Colorado and has attended Southeastern Oklahoma University and ETSU. When she's not working, Karol can often be found behind her sewing machine, which was adapted for her wheelchair during her stay at the Caruth Rehabilitation Center. "It (sewing) has given me many hours of pleasure, a means to whip inflation, to make extra money and to help others who have special clothing problems," she says.

The Targeted Jobs Tax Credit (TJTC) Program was signed into law on November 6, 1978. It is designed to give a tax break to private sector employers who hire people who normally have trouble finding jobs--including VR clients.

Over 500 TRC clients have benefitted from TJTC to date. However, it is felt that many more clients could benefit from this program if it were better understood by commission counselors and employers. The biggest roadblock to utilization is likely some old

stereotypes--"It's too complicated to take time to understand." "It involves a lot of paperwork." "I just don't have the time to learn something new right now."

The Targeted Jobs Tax Credit Program is a genuine stereotype buster. It is not too complicated to understand. The paper work is minimal and takes less than five minutes to complete. The client's dividend--an "edge" in getting a job--is well worth the little time necessary to put TJTC to work. The counselor benefits by taking a more active role in the job development process.

Employers benefit by receiving a tax credit of as much as half of the first \$6,000 in wages paid to a VR client during the first full year on the job, and as much as one-fourth of the first \$6,000 in wages paid in the second year of employment. That's a potential tax savings of \$4,500 for each VR client hired!

For additional information on the Targeted Jobs Tax Credit Program, counselors should contact the regional TRC TJTC person, the nearest Texas Employment Commission Office or Ron Trull in the TRC Central Office (TEX-AN 823-4282 or 512/447-0282.)

We hope to double or triple our utilization of TJTC during FY 81. More counselors are urged to get the facts of TJTC and to get involved in this very real resource for their clients.

A Red Letter Day

Though it wasn't marked on any calendar we could find, Sept. 25th was a special day in the Beaumont Field Office. That date was declared "Rita McBeth, Administrative Technician Day." Supervisor Andy Loker made the proclamation during a regular staff meeting attended by all counselors and secretaries.

Rita was presented with a bouquet of flowers and further honored at a luncheon--the staff's way of saying thanks for all the assistance she has provided over the past months.

Says Rita, "I wish every Ad. Tech. could experience the great feeling I have of finally beginning to fully achieve the team approach."

MEMO is Here!

We are now into Phase 2 of TRC's Electronic Mailing System. The first step in beginning this phase is training for OP-1 and ADM-31 terminal operators in each region. Operators in Regions II and VI have already received the training. The rest can expect to hear from Staff Development, in the near future, to schedule and organize training sessions.

Managing Electronic Mail On-Line (MEMO) can create, store and retrieve documents. Those documents can be stored and recalled at the same terminal or forwarded to another terminal. Form letters can be stored, recalled and changed, if necessary.

According to John Ribble, Director of Information Services, there are also some changes concerning the ADM-31 computer terminals taking place. Those terminals now have the capability of updating client application and turn-around forms.

Letters . . .

I would like to personally thank each of you for your kindness, encouragement, support and prayers during the recent illness and death of my wife, Wanda. It was of great comfort and strength to realize your caring in a time of such need. The specialness of your love was of great support to us and something that I will always treasure. Thank you again!

Ken Vogel

Scheduled Activities

November 1980

6	ADM-31 & MEMO Training (Regions I & V)	San Antonio
6	DSM-III Workshop (for Staff Psychologists)	Lubbock
11-12	Regional Directors Meeting	Texas A&M
11-14	New Counselor Follow-On Training	San Antonio
12	Severe Disability Coding/RIP Committee Changes Training (for Program Officers & Regional Training Officers)	Texas A&M
12-14	Fundamentals of VR Counselor Training	SAHS, Dallas
12-14	RIP Committee Meeting	San Antonio
13	ADM-31 & MEMO Training (Regions IV & VII)	Houston
17-21	Rehabilitation Organization & Management	RAMP, Univ. of Oklahoma
20	Specialized Van Modification Training	Dallas
21	Specialized Van Modification Training	Dallas

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Retirements

Eleanor Beard, Payroll-Central Office, employed 1969, retirement effective Oct. 31, 1980.

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Former TRC Employee Buried

Funeral services were held Oct. 20th for retired TRC employee Mildred McMahan, 78, who died Oct. 18th. Services were held at the Cook Walden Funeral Home in Austin and interment at Memorial Hill Mausoleum.

McMahon retired in 1972, following 26 years of service within TRC and the Vocational Rehabilitation Division of the Texas Education Agency. When she retired, McMahan was a Personnel Assistant. Previously she had worked as a Senior Stenographer and Medical Secretary.