

UNITED STATES DEPARTMENT OF EDUCATION
OFFICE OF SPECIAL EDUCATION AND REHABILITATIVE SERVICES
REHABILITATION SERVICES ADMINISTRATION
WASHINGTON, DC 20202

INFORMATION MEMORANDUM
RSA-IM-00-22
DATE: March 22, 2000

ADDRESSEES: STATE VOCATIONAL REHABILITATION AGENCIES (GENERAL)
STATE VOCATIONAL REHABILITATION AGENCIES (BLIND)
STATE REHABILITATION COUNCILS
CLIENT ASSISTANCE PROGRAMS
PROTECTION & ADVOCACY OF INDIVIDUAL RIGHTS
PROGRAMS
REGIONAL REHABILITATION CONTINUING EDUCATION
PROGRAMS
AMERICAN INDIAN VOCATIONAL REHABILITATION SERVICE
PROGRAMS
NATIONAL FACILITIES COALITION
RSA SENIOR MANAGEMENT TEAM

SUBJECT: Dissemination of the publication entitled: "Achieving Employment
Outcomes Through VR Counselors Who Meet the Comprehensive System
of Personnel Development (CSPD) Requirements," developed by the
Twenty-Fifth Institute on Rehabilitation Issues (IRI).

CONTENT: The purpose of this Information Memorandum (IM) is to transmit the
enclosed publication to vocational rehabilitation (VR) professionals,
rehabilitation counselor training personnel, advocates and other interested
persons. The publication was developed in partnership with individuals
representing various State VR programs, the Regional Rehabilitation
Continuing Education Programs (RRCEP), rehabilitation counselor
training personnel, and the Rehabilitation Services Administration (RSA).
Ms. Jeanne Miller, Director of the Regional Rehabilitation Continuing
Education Program VI at the University of Arkansas, served as the
university coordinator for the study group. Ms. Jeanne Munro served as
the Chairperson.

We recommend that the IRI publication be brought to the attention of staff
responsible for developing and maintaining the State VR agency's
personnel system. The document provides guidance that can be used in
creating a dynamic system of continuous quality improvement that

supports the hiring of qualified staff and the continuing education of VR agency personnel.

It is also important that higher education institutions responsible for training rehabilitation counselors use this document to better understand and respond to the requirements of the CSPD. Finally, members of the State Rehabilitation Councils and advocates for people with disabilities may wish to become familiar with the content of this document in order to fulfill their respective roles in providing advice and consultation to State VR agency management.

The *IRI* publications are widely used by VR counselors and supervisors, human resource development specialists, community-based rehabilitation service providers, administrators, researchers, educators and policy analysts in fulfilling the purposes of the Rehabilitation Act, as amended, particularly, "... to empower individuals with disabilities to maximize employment, economic self-sufficiency, independence, and inclusion and integration into society...".

An important part of RSA's mission is to provide training and technical assistance to State VR agencies on the problems facing rehabilitation service providers, and to disseminate and promote the utilization of knowledge resulting from current research. Through the *IRI*, high priority training needs are responded to expeditiously, and the study findings on a specific topic are quickly transposed into useful and usable training materials and publications.

Improving the skills of personnel in the Public VR program through effective training is a basic function of RSA's RRCEPs. RSA funds the following three RSA RRCEPs to serve as prime study group coordinators for developing the three publications: the University of Arkansas; George Washington University; and, the University of Wisconsin-Stout.

Additional copies of this publication may be obtained by contacting Ms. Jeanne Miller:

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If you have any questions or comments regarding the IRI, or would like to recommend a topic for a future IRI publication, please contact Mr. Charles Sadler, RSA IRI Coordinator at (202) 205-9286 [voice], (202) 205-9295 [TTY], (202) 205-9340 [FAX], or via Email at Charles_Sadler@ed.gov.

Fredric K. Schroeder, Ph.D.
Commissioner

Enclosure