

UNITED STATES DEPARTMENT OF EDUCATION
OFFICE OF SPECIAL EDUCATION AND
REHABILITATIVE SERVICES
REHABILITATION SERVICES ADMINISTRATION
WASHINGTON, D.C. 20202

INFORMATION MEMORANDUM
RSA-IM-91-37
RSM-0515-1/
DATE: September 27, 1991

ADDRESSEES: STATE VOCATIONAL REHABILITATION AGENCIES (GENERAL)
STATE VOCATIONAL REHABILITATION AGENCIES (BLIND)
RSA SENIOR MANAGEMENT TEAM

SUBJECT : RCEPs' REPORTS ON HUMAN RESOURCE
DEVELOPMENT/HUMAN RESOURCE MANAGEMENT (HRD/HRM)
ACTIVITIES

The RCEPs recently provided reports on their HRD/HRM activities to RSA. A review of the reports indicate that the RCEPs are making a significant contribution to the HRD/HRM improvements in State rehabilitation programs.

As noted by the RCEPs, the establishment of the RCEP initiative in 1974 was in itself an affirmation of the basic principles of HRD/HRM which they define as "the integrated use of training and development, organization development, and career development to improve individual, group, and organization effectiveness."

Following the 1988 HRD meeting in Dallas and the 1990 and 1991 meetings of the NCRE/RSA/CSAVR, all RCEPs have held conferences and meetings in their perspective regions which focussed on the principles of HRD/HRM. The audiences, as you may know, generally consisted of State agency personnel, RSA staff and others. The RCEPs applied what they referred to as a "consultation" mode, offering on-site consultation and support for HRD/HRM across the United States through expert panels, individual presentations, advisory groups, and practitioner panels. Each RCEP has developed and implemented consultation and training programs for various State agency staff in order to keep them abreast of the current principles of HRD/HRM.

HRD/HRM will continue to be a priority area in the 1990s for RSA, as well as for rehabilitation professional agencies and organizations. Several recommendations made in the RCEP HRD/HRM reports have already been discussed in RSA and are being acted on, including the following:

1. The development and/or establishment of an Institute on HRD/HRM which would give focus to a continued emphasis on HRD and insure the development of systematic approaches to HRD/HRM;
2. The immediate development of a newsletter for the purpose of disseminating HRD/HRM concepts and information to State agencies;
3. The development of clinical and action research approaches for study of HRD/HRM, and creating this as a part of the Institute on HRD/HRM; and
4. The development of model approaches for using HRD/HRM processes in other program areas, such as, the Client Assistance Programs (CAP), the Independent Living Programs, and other programs that are traditionally underrepresented in HRD/HRM efforts.

A copy of the RCEPs' HRD/HRM reports are attached for your information.

Commissioner
Rehabilitation Services Administration

Attachments

1/ Under Development