



October, 2015

President's Column

Roselyn Blair, MS, CRC

Many things have happened since our IARP WA Summer Newsletter. Highlights include Leadership Training in Chicago, IL for the President, President-Elect and Secretary/Treasurer of the Executive Board, continuation of collaborative work with the Department of Labor & Industries and two very successful educational events on August 27th and September 17th.

2015 IARP Leadership Conference

What's new?

New: State Chapter Strategic Plan: IARP National is strongly encouraging all State chapters to generate a strategic plan that aligns with IARP HQ's 6 main goals

New: Push for student led research; IARP National has set aside \$ to budget for student led research.

New: Establishment of the Rehabilitation Counseling Coalition (RCC) formed effective 12/15/14 "...for the purpose of coming together on issues vital to the continuation and advancement of the Rehabilitation Counseling community and profession. The RCC will 1) address and act upon current and future threats to the field of Rehabilitation Counseling, and 2) strategically plan for and dynamically advance the profession of Rehabilitation Counseling."

New: IARP Member Directory organized by State. The Idea is to generate a master list in print form to encourage referrals from legal and business sector. This is reportedly in line with IARP goal, "...to be the gold standard in referrals." A copy would be mailed to each member for free and available for purchase from the private sector. IARP Marketing Committee members would solicit advertising from the business and legal sector. (Florida IARP Chapter's Member Director recently came out in print!)

New: Chapter Member Lists will no longer be emailed out to Chapter Membership Committee officers. Brett Wangman will stop emailing monthly membership lists out to State Chapters and instead provide access to designated Board contacts to retrieve Chapter membership lists via the IARP National website, which will reportedly be continually updated.

New: Academic Advisory Council has been recently established at IARP National to increase visibility in universities and generate ideas on educational programming.

Summary:

Leadership conference attendees were introduced to members from the Executive Board, provided with an opportunity to meet and network with conference attendees to discuss common issues and ideas for resolution for various topics including legislative issues, membership issues, etc. There was a large focus on recruiting new student members again this year and a very good overview of what tools and resources are already in place and available to assist State chapters in the areas of marketing, membership, elections, governance, finances, education, and professional networking and where to find them. (For more details, go to page 5.)

Please see articles regarding details on recent educational programs from Jennifer Bowes, Not so Past President, and how planning for our annual Spring Conference May 19th and 20th, 2016 is shaping up from Amy Williams, President Elect and this year's Annual Conference Committee Chair.

Sincerely,

Roselyn Blair, WA IARP President

“Work for a Cause, not Applause. Live Life to Express, Not Impress, Don't Strive to Make Your Presence Noticed, Just Make Your Absence Felt”-Unknown

IARP Washington Spring Conference! ***May 19th & 20th 2016***

We are planning an exciting conference for you that is sure to both add new tools to your case management tool box and sharpen your existing tools.

We will provide a forum to discuss the legislative changes impacting the delivery of vocational services and hear how these changes have been received to date with key individuals from L & I. This discussion will provide you with a richer understanding of the changes, their implications, and how to better to motivate injured workers and employers.

Also learn how to:

- * Use current economic trends in vocational analysis and planning and achieve better outcomes.
- * Develop plans that are approved and lead to ability to work.
- * Intelligently explain how claim costs impact state fund employers' rates and encourage return-to-work opportunities.
- * Understand L & I's retrospective rating program and how claims that fall within it are often managed differently from other state fund claims.
- * Understand the differences between state fund and self-insured claims, the common complaints that self-insured employers have about vocational counselors, and how to get your own skill level up to snuff to attract and maintain a self-insured caseload.
- * Obtain the new International Psychometric Evaluation Certification (IPEC) credential
- * Apply cultural considerations vocational analysis and planning

Amy Williams, WA IARP President Elect

L&I Volunteer Opportunities

L&I is looking for a couple of VRCs who would like to work with us on our Transferable Skills Analysis guideline. What works? What doesn't? Outside the box thinking welcomed. Contact Donna Spencer, Spen235@lni.wa.gov

L&I is also looking for VRCs who would like to participate in a workgroup to develop rules and processes specific to Option 2 “vocational counseling and job placement services.” If you are interested, please contact Lauren Royer at lauren.royer@lni.wa.gov.

Ethics Workshop

*WA IARP Ethics Seminar, August 27, 2015, Suncadia Resort.
It was FREE to members!*

“If it is not right do not do it; if it is not true do not say it.”

- *Marcus Aurelius*

The value of these words, written over 1800 years ago by a Roman Emperor, is the basis of quality Rehabilitation Counseling services, and the premise from our panel of experts at the WA-IARP Ethics Presentation that took place at Suncadia Resort on Thursday, August 27. Our three presenters, Nicole Hernandez, Elizabeth Boland, and Trevor Duncan provided us with a detailed explanation of the ethical codes for CDMS, CRC, and ABVE, and then led the group in a lively and engaging dialogue about how to apply these values in our profession.

Perhaps our industry is less grandiose than leading an entire nation, but our work has a meaningful impact on the lives of people who are entrusted to our professional opinions and services, and doing our best must be good enough. This event was an invigorating exploration of these efforts and expectations.

In addition to our fabulous Vocational Rehabilitation Counselor participants, we were very excited to have members from other communities, including numerous personnel from Labor and Industries, as well as several individuals involved with services outside of workman’s compensation. I was absolutely energized by the engagement of my fellow participants, particularly through the afternoon session, when the room was either too hot with the door closed, or too loud with the door open.

I’ve decided to refer to the afternoon session as Hatha Ethics.

As a board, we are working to provide ongoing educational opportunities for the Rehabilitation Counseling community at large, and as always, we would love your feedback and suggestions. If you have an educational topic idea, a suggestion for a speaker who you think would provide excellent contribution to our community, and/or the enthusiasm to help us coordinate an event or webinar, please contact us at wa.iarp.events@gmail.com. Your help and contributions are enthusiastically welcomed! We would be particularly intrigued to hear from our members who work outside of the Workman’s Compensation system, in order to try to meet the needs and desires of our diverse community of professionals.

Our intent is to provide quality education for all of our professionals, while keeping these events **free** to IARP members, as one of the benefits of your membership dues.

Thank you again to everyone who came out for this spectacular day!

Let’s do more of this, shall we?

Jennifer “Education Is Cool” Bowes

Your WA IARP Board of Directors

Roselyn Blair, President
Jennifer Bowes, Past President
Amy Williams, President Elect
Kim North, Secretary-Treasurer
Kari D'Aboy, Member at Large
Bradley Ehrlich, Member at Large
Nicole Hernandez, Member at Large
Michelle Jensen, Member at Large
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More Details From the IARP Leadership Conference

Barbara Byers, IARP Executive Board Treasurer on Governance, Leadership and Fiscal Responsibility

- Review of value of IARP; Duty, Care, Loyalty, Obedience
- Roberts Rules-Meetings
- Financial Guidelines; Chapters should not use credit/debit card, they should use computerized accounting and report back to Chapter board at EVERY meeting (transparency)
- Reminder that Chapter President is expected to review monthly bank statement provided by Treasurer

Marketing & Membership-Katherine Dunlap-Executive Board

IARP marketing campaign is 'career expansion' and 'professional development'

- Focus continues to be recruiting student population
- All State chapters to follow guidelines set forth on website for marketing purposes.
- No individual member of the chapter board should represent the opinion, agenda, mission, etc. of the state chapter. This should come from the President of each State chapter only.
- Reminder re: category of membership for recent graduates; "Professional Candidate" for those graduating with MA/MS degree who do not have one year of work experience (can't vote until you have at least one year of work experience in the field. Cost=\$92.00.)
- State chapters are encouraged to have a student rep on the board. Ideas: Contact local graduate programs and request to be a guest speaker in "Intro to Voc Rehab" class, 2. Designate a person from the Chapter Membership Committee to specifically reach out to new student members and assist with connecting them with the Mentor program, 3. Make a connection with local grad programs to collaborate on private sector internship/practicum opportunities for IARP student members, 4. Set up scholarship fund at Chapter level for student member(s), 5. Set up project specific volunteer opportunities to solicit student participation at Chapter annual conferences.
- Reminders re: benefits of membership to students; 1. Mentorship Program, 2. Instant access to 12,000 discussions in various areas of professional practice, 3. Ability to spearhead student led research and become published in Rehab Pro professional journal, 4. Professional Networking opportunities and potential internship/practicum site development, 5. Access to professional liability insurance
- How can we be more visible?-Sponsor charity events, get involved as a Chapter in local community service projects.
- How are we communicating the value of IARP membership? -Be informed, be passionate, and communicate professionalism by demonstrating strong leadership.

Rick Robinson, IARP Executive President on Strategic Planning

- A copy of IARP Big Board Strategic Plan was provided for review.
- State Chapters are encouraged to generate a strategic plan specific to their State and in line with IARP BB goals of:
 1. Position IARP as the leader of lifelong learning and career development for the professional rehabilitation community.
 2. Promote a culture focused on collegial collaboration, mentoring and professional and resource development aimed at member growth and retention.
 3. Revitalize, transform and strengthen the association through the integration of the next generation of rehabilitation professionals.
 4. Establish IARP as a leading source for high quality research, data and peer reviewed data research.
 5. Advance the association as a key stakeholder on legislative, regulatory and policy issues.
 6. To match the governance structure to 'The Course of a Lifetime' brand and the continued development of a viable organization.

Carl Wangman, IARP Executive Director, on Building a Strong Organization

- Focus of his discussion was on using the tools and resources we have (such as people in various positions on IARP National Executive Boards) to recruit new members into IARP and ideas for expanding tools and resources we currently have.
- Discussed Educational programs that are focused on attracting grad students such as, "Forensics 101"

- Discussed project currently in process at IARP HQ of generating a 10 minute web-based video introduction to each practice area/section of IARP geared toward students
- Discussed opportunity for ‘revenue sharing’ with Chapters for webinars. Encouraged people involved in facilitating educational programs at the Chapter level to request permission to record presentation for future use. IARP HQ is open to considering new platform (such as GoToTraining) if the technology is compatible with IARP HQ website/hosting requirements.

Lynne Tracey, IARP HQ Past President on the Legislative Trends and Rehab Coalition

- Lynne discussed her involvement in establishing RCC and encouraged all to, “*Envision what our professional association would look like without IARP.*”
- She requested that we ask ourselves, “What makes Rehab Counselors different?” and “How Do We Define Ourselves?”
- Rehabilitation Counseling Coalition (RCC) is Officially Announced (taken from <http://rehabcea.org/article/rehabilitation-counseling-coalition-rcc-officially-announced>)

PUBLIC ANNOUNCEMENT OF THE ESTABLISHMENT OF THE REHABILITATION COUNSELING COALITION (RCC)

December 15, 2014

The Rehabilitation Counseling Coalition (RCC) is established for the purpose of coming together on issues vital to the continuation and advancement of the Rehabilitation Counseling community and profession. The RCC will 1) address and act upon current and future threats to the field of Rehabilitation Counseling, and 2) strategically plan for and dynamically advance the profession of Rehabilitation Counseling.

The RCC is formed to represent the collective strength in Rehabilitation Counseling while respecting the diversity which exists across our related professional associations. The RCC is committed to propelling the field of Rehabilitation Counseling forward through an action-oriented consensus building approach that promotes the tenet of doing what is best for the profession as a whole and for the recipients of services in particular. To meet these challenges, the RCC will work diligently to reach consensus on principles, identify objectives, and implement solutions that will result in positive outcomes.

To date, the Rehabilitation Counseling Coalition has been endorsed by the following professional organizational Boards:

ABVE-American Board of Vocational Experts
 ARCA-American Rehabilitation Counseling Association
 CSAVR-Council of State Administrators of Vocational Rehabilitation
 IARP-International Association of Rehabilitation Professionals
 NASPPR-National Association of Service Providers in Private Rehabilitation
 NCRE-National Council on Rehabilitation Education
 NRA-National Rehabilitation Association
 RCEA-Rehabilitation Counselors and Educators Association

The RCC recognizes and values the importance of active collaboration with the Commission on Rehabilitation Counselor Certification (CRCC) and the Council on Rehabilitation Education (CORE).

Coalition members have initially identified four pillars central to Rehabilitation Counseling:

- 1) Recommended competencies in professional preparation and credentialing of personnel;
- 2) Coordination of legislative action through legislative branch, the executive branch, and public policy;
- 3) Engagement in contemporary research and promotion of funding priorities;
- 4) Development of a dynamic plan for rebranding/gilding Rehabilitation Counseling

Information and updates on RCC business and actions will be disseminated utilizing existing communication means as available through the above mentioned organizations as well as other communication means as they are developed.

Brett Wangman, TCAG, Director of Technology-IARP at your Finger Tips

- Overview of services provided to State Chapters, some of which include; 1. Dues collection, enforcement and distribution, 2. Election management, 3. Event registration, 4. Chapter website management assistance, 5. Membership directory available to the public, 6. Facilitation of conference calling, etc.
- Membership list management moving to web based access
- Chapter Elections-free of charge, IARP HQ will verify that each vote is from IARP member who has voting privileges (for example, students can't vote in elections)
- Provided examples of ideas for utilizing Discussion Groups and Library.
- TCAG is currently working on cleaning up certification list in order to generate an additional IARP Member profile feature of "Services I Offer" so that for example, a potential referral source could access the electronic member directory and set filter to search for, 'VE in Idaho with at least five years of experience and ABVE credential', for example.

IARP FUN FACTS:

Number of Members/Section:

- RDCM: 1122
- Forensic: 865
- Life Care Planning: 514
- SSVE: 389

(The following is an unedited version of topics published on the L&I website. It is included in the IARP newsletter as a way to memorialize this information, as there is no known archive for it.)

Frequently asked questions about vocational counseling and job placement services in Option 2.

October 9, 2015

Questions:

- Are there going to be any reporting requirements by the person providing vocational counseling and job placement services?
- Can these services be provided by any VRC with an active provider number?
- When will the codes be available for billing and what are the codes?

Answer:

More information will be provided as we work with the business and labor advisory group and VRC representatives to develop rules and processes specific to Option 2 vocational counseling and job placement services.

VTSG meeting announcements and agenda highlights.

October 7, 2015

On 9/21/15, the Vocational Technical Stakeholders Group (VTSG) met in Tukwila. You can view the meeting announcements and agenda highlights [here](#).

Spokane Private School Closure.

October 6, 2015

Interface College of Spokane has announced plans to cease operations. The school stopped enrolling new students as of 9/21/15.

According to the school, current students have potential options. They can finish out the current semester, which for some of them will complete their degree or certification. Students may be able to transfer to another school. Carrington College will be accommodating any student transferring for one of the medical programs. Interface is also working with other area schools to set up transfer relationships.

VRCs should not submit retraining plans for Interface College. If a VRC has a client currently attending Interface, please work with the client and the school to determine the best option for the client. Additional information will be posted here as it becomes available.

Plan Transportation Cost Encumbrance form is updated.

September 24, 2015

There is a new, one-page version of the [Plan Transportation Cost Encumbrance](#) form (F245-375-000).

For information on completing the form, please refer to the [procedure changes](#) in the August What's New? posting.

Private career schools reminder.

September 2, 2015

Labor and Industries is required by statute (RCW 51.32.099) to use only training providers (schools) that are licensed, accredited, or exempt from licensure and approved by L&I, for worker retraining.

The majority of private career schools in Washington State are regulated by the Workforce Training and Education Coordinating Board (WTECB). Private career schools licensed by WTECB are required to renew their private vocational school licenses on an annual basis and ensure that all program and course offerings are current and up-to-date. VRCs can check the [WTECB web site to determine if a private school is licensed](#).

To help ensure that workers are attending approved programs from approved schools, when you submit an in-state retraining plan with a licensed private school you must include a copy of the section of the school's WTECB-approved course catalog that pertains to the proposed program. The program identified in the plan must match the program in the approved catalog.

Please note that if a school's program is on the "[Eligible Training Provider List](#)" (ETPL), also administered by the Workforce Board, then that school may be used, provided the plan matches the program(s) listed on the ETPL web site.

If you have questions please consult with your VSS.

Clarification on date fields in AWA progress reports

August 26, 2015

If the Vocational Counselor determines it is appropriate to send the Job Analyses to another provider (SIMP, IME, FCE, or Work Hardening provider, etc.) BEFORE they send it to the Attending Physician, please capture the date the JAs are sent to that provider in the "Date JA to Attending Provider" field on the AWA progress report.

Similarly, please capture the date that provider responds to the JAs in the "Date of Attending Provider Review of JA" field. This allows the VRC to use their judgement on who needs to comment on the JA at that point in the claim and the Claim Manager can see that that the referral is progressing as expected.

We plan to change the language on the AWA Progress Report to read "Date JA Sent to Appropriate Provider" and "Date of Provider Review of JA" in the near future.

Thank you very much for all of your efforts to reduce delays in our system.

Important reminders about interpretation and translation services

August 19, 2015

When an injured worker is receiving vocational services it is the responsibility of the healthcare or vocational provider to determine whether effective communication is occurring and to select an interpreter if one is needed. This is true even if the worker is represented.

Example

If a VRC conducts an intake meeting with the injured worker at the worker's attorney's office, the VRC should not expect that the attorney will provide an interpreter for oral communication. The VRC needs to ensure that an interpreter is available if one is needed.

Oral vs written communication

L&I pays for oral interpretive services during a vocational referral if they are needed and if the interpreter is qualified per [L&I policy](#). Please note that interpretation services convey oral communications only, while translation services are in written format. Written translation services are not provided to workers that are represented by an attorney.

7/20/15 VTSG meeting announcements and agenda highlights

August 11, 2015

On 7/20/15, the Vocational Technical Stakeholders Group (VTSG) met in Tukwila. You can view the meeting announcements and agenda highlights [here](#).

August 1 travel expense rule change

August 4, 2015

Beginning August 1, 2015, all mileage incurred by workers for retraining purposes will be payable. This means the first and last 15 miles will no longer be deducted. Please note the following [procedure changes](#), effective August 1, 2015.

Annual training benefit

August 3, 2015

The annual training benefit for vocational plans has changed.

Here is the maximum retraining benefit by plan approval date:

Plan Approval Date	Maximum Training Benefit
July 31, 2015 and after	\$17,500.00
July 1, 2015 through July 30, 2015	\$16,719.16
June 30, 2015 and before	\$17,599.11

Accountability Agreement

August 3, 2015

For plans approved on and after July 31, 2015, use the new 7-2015 version of the Accountability. It provides updated information about Option 2 benefits to reflect the legislative changes in Substitute House Bill 1496. It also removes the training fund amount so there will be no need to update the form every year on July 1st.

For all plan modifications, on any plan, use the new [Option 1 Plan Modification Accountability Agreement](#).

Highlights of Option 2 changes

August 3, 2015

- The changes apply to workers with plans approved on or after July 31, 2015.
- Workers receive an award equal to nine months of time-loss rather than six.
- Workers can use up to 10 percent of Option 2 training funds for vocational assistance such as interviewing skills and resume development.
- Gives Option 1 participants the ability to choose Option 2 through the first academic quarter or three months' training.
- If the worker chooses Option 2 after starting Option 1, the following will occur:
 - The training benefit will be reduced by the amount of tuition and related fees expended during the Option 1 retraining.
 - The nine-month vocational award will be reduced by any time-loss the worker received since beginning the Option 1 retraining plan.

The department has begun rulemaking to address the Option 2 changes. Stakeholders will have the opportunity to provide input. Further clarification will be provided as the rulemaking and stakeholdering process unfolds.

Forms and publications that discuss Option 2 are being updated. We will notify you via *What's New* when they are published.

Program updates

July 22, 2015

The Preferred Worker Program will soon offer increased benefits to the employer of record and new employers starting January, 2016. We are currently in the process of implementing the language in Substitute House Bill 1496. You can learn more about this legislation [here](#).

The Washington Stay at Work Program (WSAW) will continue to offer the same level of benefits. No changes are currently planned for the WSAW program.

Keep your client in the loop

July 21, 2015

In the interest of promoting responsible communication, L&I has developed ethics-based messages [for the VRC community](#) and for [employers, third party administrators, and claim staff](#) who hire VRCs. Feel free to share this information wherever it may be helpful.

FCE Project: A new pilot is underway to create clear uniform results and reduce delays

July 8, 2015

The [Vendor Services Lookup tool](#) is now displaying FCE providers located in WA, OR and ID.

A new pilot is underway to create clear uniform results and reduce delays.

Vocational Providers have an essential role in these improvements.

- In collaboration with the attending provider, select an FCE provider that is in close proximity to the worker, is able to provide the evaluation within 21 days, and has the necessary specialty.
- Call the claim manager to request approval for the FCE with supporting information.
- Prior to the FCE, send the essential JAs to the clinic.
- After the evaluation, send JAs with the FCE results to the AP and ask for RTW decisions.
- If you develop future job analyses after the evaluation, use the results of the test to determine if there is a job match.

Starting in June, selected therapy stakeholder group members are testing out new forms and processes. This includes an updated capacity summary form aligned with the activity prescription form and a standard report summary format. In addition, we have asked our pilot group to test out some procedural changes.

- Putting results on the report summary (not on the JA signature page/summary)
- No longer categorizing an individual into a physical demand level
- Not filling out the capacities form if the evaluator determines low effort results
- Not asking the attending physician for concurrence

See our [project website](#) to learn more.

Make sure that resumes get imaged to the claim file

July 6, 2015

L&I strongly supports the development of resumes for injured workers. VRCs are encouraged to help their clients develop a resume as part of a broader discussion of return to work, and the resources available, including WorkSource, Re-employment Specialists, and the L&I VSS staff located at WorkSource.

We ask that the VRC who performs the resume service submit a copy to the claim file using the new [Resume Cover Sheet](#).

For additional information please review the Vocational in the 2015 L&I Medical Aid Rules and Fee Schedules.

The Plan Approval Template Quiz is now available for 1 CEU

May 18, 2015

VRCs can now watch the [four short training videos](#) on the new Plan Approval Template and take the [online quiz](#) to obtain 1 CEU. The Plan Approval Template is located on the Plan webpage and is designed to reduce delays by making it easier for

- VRCs to submit the right information, and
- L&I vocational specialists (VSSs) to find the information they need.

The Department worked with volunteers from private sector, the Vocational Technical Stakeholders Group (VTSG), and VSS staff to design the new report. The encumbrance forms were also revised except for the Plan Transportation Cost Encumbrance (F245-375-000) which will remain the same for now.

The New Plan Approval Request Report is **required for all state fund cases** and will be **effective May 28, 2015**. If you have questions, contact your assigned VSS or use the Plan Approval Request Mailbox: PlanApprovalRequest@LNI.WA.GOV

Changes to the Cost Encumbrance Form

The new cost encumbrance form replaces codes R0340 (books) and RO315 (equipment) with one code: **RO312** that will cover Books, Supplies and Equipment. VRCs are still required to enter separate amounts for each of these three categories on the cost encumbrance form. This change will:

- **Reduce the need for VRCs to submit multiple plan modifications.**
- **Simplify the number of codes for vendors.**
- **Make it easier for the department to move training funds on previously approved plans.**

To avoid potential problems, please alert vendors so they are aware of this change when they bill for new vocational plans. For plans that were already approved using the old cost encumbrance form, vendors should bill using the codes listed on the form for that plan. In most cases, this change will not require a plan modification.