# **Resolution 2022-01**

**Regarding Inappropriate Use of DVR’s Training Justification Form**

WHEREAS, Division of Vocational Rehabilitation (DVR) counselors who work with the blind in Colorado have available to them and regularly use a fifteen-page training justification form with their clients who wish to attend training in pursuit of their vocational goal; and

WHEREAS, Some clients have been told by their counselors to complete the form on their own and only communicate with the counselor if any questions or concerns arise; and

WHEREAS, in such cases, this may mean that a counselor may not be in contact with their client for months, providing no counseling or guidance in the completion of the form; and

WHEREAS, a person who has just become blind is more likely to believe that an employment outcome is impossible and would probably not be able to develop any kind of a training justification, not to mention an employment goal, without significant encouragement and positive reinforcement from the VR counselor; and

WHEREAS, even the most seasoned and experienced blind person who has worked for a considerable time with Colorado’s vocational rehabilitation system would find it difficult to answer properly many of the questions in the training justification form without some help and guidance from the VR counselor; and

WHEREAS, according to DVR’s own policy manual, the training justification form is a tool which the client and counselor may use to document specific training needs, not something that is required of all clients across the board; and

WHEREAS, in an email dated September 6, 2022, the manager of DVR’s Blindness and Low Vision Services unit explained, regarding the training justification form that, “…each Counselor should be taking an individualized approach to completing this packet and meeting the individual where they are at.”; and

WHEREAS, the spirit of partnership that is supposed to be central to the client/counselor relationship is clearly lacking in the training justification form inasmuch as the form itself and current practice send a clear message that the client must do all of the work with little or no indication that any assistance can be solicited from the counselor to complete the form: Now, therefore,

BE IT RESOLVED by the National Federation of the Blind of Colorado in convention assembled this twenty-ninth day of October, 2022, in the city of Greeley, Colorado, that this organization express strong opposition to any practice within the Colorado Division of Vocational Rehabilitation (DVR) which treats the completion of a training justification form as a requirement for the client to complete on his or her own instead of offering the client as much help and assistance as may be required to conduct the necessary research and documentation; and

BE IT FURTHER RESOLVED that this organization call upon the management of the Colorado Division of Vocational Rehabilitation and the Blindness and Low Vision Services Unit to inject a more positive tone into its official training justification form by emphasizing that the client can and is encouraged to solicit assistance from his/her counselor to complete any required research or documentation which is necessary to complete the form.