

## Collaborating with Rehabilitation Counselors for the Deaf (RCD)

Rehabilitation Counselors for the Deaf (RCDs) are specialized Vocational Rehabilitation Counselors that are experienced in vocational rehabilitation for D/HoH people, and with the D/HoH community and culture. For an employment specialist (ES), an RCD is your collaborative partner ready to assist you in supporting D/HoH individuals seeking employment.

*Did you know... Each VR Region has assigned RCD(s)?*

REGION 1	REGION 2	REGION 3	REGION 4	REGION 5
Shelly Beatty — Laurie Collins	Theresa Clingenpeel — Kara Costerison	Mary Morois — Willaine St Pierre Sandy	Elliott Christy	Julia Duncan

The RCD can provide valuable information regarding the D/HoH individual and how to support them.

- ✓ Determining needed services, accommodations, or supports.
- ✓ Insight into cultural competency, including Deaf culture.
- ✓ Navigating effective communication in the workplace.
- ✓ How can the team approach job readiness training?
- ✓ Identifying and obtaining effective accommodations, including interpreter services or assistive technology.

### Process for Requesting Interpreters:

- Rehabilitation Counselor for the Deaf (RCD) provides the Communication Accommodation Requisition (CAR) Form to the Employment Specialist (ES)
- ES completes the form and sends back to the RCD
- RCD uploads the form into USKED
- DHHS reviews the request and provides decision notification via email to the RCD and ES

