

VR Team Members at the ICI

Bob Burns

Bob Burns joined the ICI in 2010 to work with the Rehabilitation Technical Assistance Center for VR Management Practices and other projects. Previously, he served as the assistant state superintendent for the Division of Rehabilitation Services within the Maryland State Department of Education. In that role, Bob had the overall responsibility for Maryland's public vocational rehabilitation and disability-determination services programs.

Bob is a past president of the Council of State Administrators of Vocational Rehabilitation and served as chairperson of the Institute on Rehabilitation Issues, University of Wisconsin–Stout from 2000 to 2001. He was recognized as the 2001 Outstanding Professional in Education and has also been presented a Distinguished Alumnus Award from the University of Maryland, College Park.

Bob received his bachelor's degree in psychology and his master's degree in rehabilitation counseling from the University of Maryland, College Park.

John Halliday

John Halliday is a senior program specialist at the ICI. He is currently the director of the national Rehabilitation Research and Training Center on Vocational Rehabilitation.

John has provided technical assistance to a number of states as part of a national effort to increase employment options for SSI and SSDI recipients through the Ticket to Work program. He has extensive experience in the design and implementation of employment programs for those receiving SSI/SSDI, including evidence-based supported employment for mental health consumers. In his role at the ICI, John has provided technical assistance to organizations and states in support of their efforts to improve employment outcomes for people with disabilities. Much of this technical assistance relates to interagency coordination, joint funding, and systems change.

John was the director of the TANF project in Massachusetts. This project focused on helping TANF recipients to achieve employment through the intervention of vocational specialists. As the director of the Bureau of Rehabilitation Services (BRS) in Connecticut, he led the BRS to national recognition for its achievement of competitive employment outcomes for individuals with disabilities. The innovative service-delivery, purchasing, and administrative structures designed and implemented by the BRS led to significant change within Connecticut and served as models for other systems.

John has a proven track record of leadership in program innovation and replication, with particular emphasis on SSI/SSDI, VR, supported employment, TANF, and workforce development. He is highly regarded for his ability to structure human and financial resources in creative ways so that major organizational and program changes can be achieved.



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Joe Marrone

Joe Marrone is a senior program manager for public policy at the ICI. He is also coordinator of training / technical assistance at the NIDRR-funded vocational rehabilitation and VR-management RRTC's based at the ICI. Joe is on the editorial boards of the Psychiatric Rehabilitation Journal and the American Journal of Psychiatric Rehabilitation. Joe worked for 17 years in a variety of positions within the Massachusetts Rehabilitation Commission prior to coming to ICI as well as serving as the Associate Executive Director of a large Community Mental Health Center in Washington State.

Joe has consulted, trained, and lectured in all 50 states, Canada, Puerto Rico, Asia, and Europe. He was a member of two 15-person primary study groups assembled by the U.S. Department of Education's RSA Commissioner, once in 1990 and again in 2004. The area of study was "Innovative Practices in Vocational Rehabilitation with People with Psychiatric Disabilities." Joe was also a member of a primary study group for the Institute on Rehabilitation Issues on "The Provision of Technical Assistance Services in Vocational Rehabilitation."

Joe is currently involved in projects related to national technical assistance. He gives keynote presentations on policy and programmatic design issues related to VR systems and customers with disabilities, employment / recovery within mental health systems of care, workforce development, WIA, welfare reform affecting customers with disabilities, marketing and business services, and state-level employment policies affecting citizens with disabilities. He has over 30 years of direct-service and administrative experience in delivering rehabilitation services and in community mental health.

Joe has been on the staff of the New England Psychiatric Rehabilitation Training Program, the University of Massachusetts Boston, the Michigan State University Long-Term Training Grant in Psychiatric Rehabilitation, and the University of Pittsburgh/Western Psychiatric Institute's National Psychiatric Rehabilitation Training Grant. He has also been an adjunct faculty member of the New England School of Professional Psychology and the Boston University School of Medicine.

Brenda L. Moore

Brenda L. Moore joined the ICI staff in 2010 to work on two major projects. One gives technical assistance to two One-Stop Career Centers that provide services to SSA recipients who have unassigned tickets under the Ticket to Work Program. The second project is working with the Connecticut Department of Developmental Disabilities to change its infrastructure to focus on "Employment First," so that its consumers can be competitively employed in the community.

Brenda worked for 35 years for the Connecticut Bureau of Rehabilitation Services (BRS). She started her career as a VR counselor, and then worked as an employment counselor and a supervisor. Finally, she served as BRS director for five years before retiring in 2009. This path honed her vision of what VR services can be, and her leadership helped the BRS stand out among other state agencies in Connecticut.

As BRS director, Brenda worked directly with employers to improve their hiring practices around disability. Having the Medicaid Infrastructure Grant housed within Connecticut VR enabled businesses to access a pool of qualified employees with disabilities. One successful outcome was the Walgreens distribution center that was built in Connecticut. The Walgreens approach to hiring VR consumers with disabilities became a national model for successful employer–VR relationships.

Brenda received her bachelor's degree in special education from William Paterson State University in New Jersey and her master's degree in counseling and guidance from Southern Connecticut State University.

Neil McNeil

Neil McNeil is a program manager for the ICI. He provides technical assistance to state VR agencies as a member of the Region I TACE team.

Prior to joining the ICI, Neil worked for the Massachusetts Rehabilitation Commission, where he led area offices in Quincy, Plymouth, and Worcester. As area director, Neil fostered the career development of a large number of VR counselors and supervisors. He has led and participated in a number of task forces and initiatives within and outside the commission, focusing on policy development, service-system improvements, and staff training.

Neil has been a guest lecturer for the Rehabilitation Continuing Education Program at Assumption College and at the Rehabilitation Counseling Program at the University of Massachusetts Boston. His professional interests include VR services to transition-age youth, to people recovering from addiction, and to people recovering from psychiatric disabilities.

Neil is a graduate of Providence College and received a master's degree in rehabilitation counseling from Assumption College.