NET Partnering with Business and Recruiting SRC Business Members

NET-NCSRC Partnership

Kathy West-Evans, Director of Business Relations National Employment Team (NET) @ CSAVR

What is the NET?

- History
- Dual Customer Model
- NET: Why How Strategy
- Changes in Legislation WIOA amends the Rehabilitation Act
- SRC Strategies

Vocational Rehabilitation: Dual Customer Model

Consumer Vocational Assessment

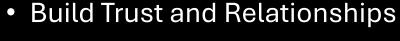
Medical
Psychological
Social
Financial
Legal
Assistive Technology
Independent Living
Education
Vocational Aspects
Career Goals
Individual Plan for
Employment

Business Needs Assessment

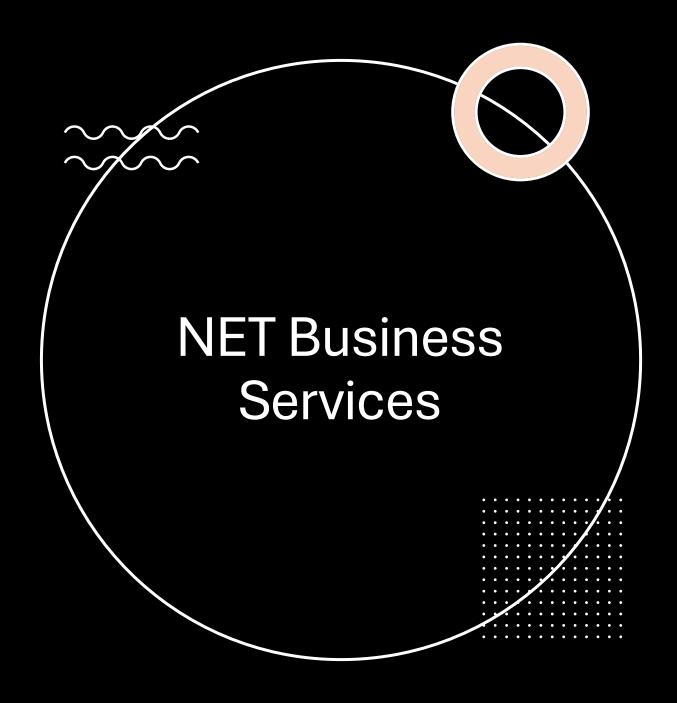
Talent Needs
Job Site Analysis
Job Requirements (KSA)
Technical Assistance
A.T./ Rehab. Engineering
Reasonable Accommodation
Staff Education
Financial Incentives
Retention Services
Customer Outreach
Marketing
Business Goals
Individual Plan for Business



What Did We Learn from Business



- Build a Plan with Business
- Understand their Needs for Talent and Retention
- Make it Easy to Connect National, State, Local
- Multi-State Collaboration to Meet the Needs of Business
 - Work Across the Footprint of the Business
- Deliver What you Commit To
- Develop a Sustainable Model



- Strategic Planning Business Wide
- Staff Training
- Pre-employment Opportunities internships, OJT, apprenticeships
- Recruitment
- Retention
- Consulting
- Technical Assistance
- Ongoing Support

NET – VR's National Employment Team

- Business Consultants representing each of the 78 VR Agencies: single point of contact
- Work together across states, territories and D.C. to support business across their footprint
- Built with business and the disability community to support employment and independence through a dual customer approach
- Understanding the employment needs of business and build plans with company partners
- Recruitment, hiring, advancement, retention
- <u>Candidates:</u> early intervention, career expectations, build marketable skills and careers
- Support Tools: TAP and ACT Virtual Academy
- Partners: VR&E, CANAR, ENs, community agencies, including IL Centers



Section 418 – TRAINING AND SERVICES FOR EMPLOYERS

- A State may expend payments received under section 111 to educate and provide services to employers who have hired or are interested in hiring individuals with disabilities under programs carried out under this title, including....
- (1) providing training and technical assistance to employers regarding the employment of individuals with disabilities, including disability awareness, and the requirements of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) and other employment-related laws;

Section 418 – TRAINING AND SERVICES FOR EMPLOYERS

(2) working with employers to

- provide opportunities for work-based learning experiences (including internships, short-term employment, apprenticeships, and fellowships), and opportunities for preemployment transition services;
- recruit qualified applicants who are individuals with disabilities;
- train employees who are individuals with disabilities; and
- promote awareness of disability-related obstacles to continued employment;

Section 418 – TRAINING AND SERVICES FOR EMPLOYERS

- (3) providing consultation, technical assistance, and support to employers on workplace accommodation, assistive technology, and facilities and workplace access through collaboration with community partners and employers, across States and nationally, to enable the employers to recruit, job match, hire, and retain qualified individuals with disabilities who are recipients of vocational rehabilitation services under this title, or who are applicants for such services; and
- (4) assisting employers with utilizing available support for hiring or accommodating individuals with disabilities.

Section 412 – State Plan

• OOS - (D) notwithstanding subparagraph (C), permit the State, in its discretion to elect to serve eligible individuals (whether or not receiving vocational rehabilitation services) who require specific services or equipment to maintain employment.

Section 412 – State Plan

(E)COORDINATION WITH EMPLOYERS

- The State plan shall describe how the designated State unit will work with employers to identify competitive integrated employment opportunities and career exploration opportunities, in order to facilitate the provision of vocational rehabilitation services; and
- transition services for youth with disabilities and students with disabilities such as preemployment transition services.

Section 413 Eligibility and Individualized Plan for Employment (IPE)

• (3) amended, as necessary, to include the post-employment services and service providers that are necessary for the individual to maintain or regain employment, consistent with the individual's strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice.

State Strategies

- CA separate committee on SRC focused on business
- TX work with NET/Business team to recruit businesses that have a working relationship with the VR agency
- Feedback

Contact

Kathy West-Evans

Director of Business Relations

NET @ CSAVR

Kwest-evans@csavr.org

206.999.9455



