



INNOVATE

WORKFORCE DEVELOPMENT

Workforce Partners' Meeting

WIOA IN ARKANSAS

SEPTEMBER 17-18, 2015



Building a National Infrastructure for Delivering Business Services and Talent

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The National Employment Team (The NET)

Council of State Administrators of Vocational Rehabilitation

Council of State Administrators of Vocational Rehabilitation (CSAVR)

- ▶ Membership organization of VR Directors
- ▶ 80 agencies: every state, territories, D.C.
- ▶ Federal/State Funded – RSA in the U.S. Department of Ed.
- ▶ 25,000 staff serving over one million individuals with disabilities per year
- ▶ Partnered with the VA-VR&E, AIR
 - ▶ Largest talent pool of people with disabilities
 - ▶ Supported by VR leadership and Business Consultants
 - ▶ Vendor Network of 10,000 Community Partners
- ▶ Strategic alliance with the USBLN



The National Employment Team Built with Customers

- ▶ 2004 – National Employment Conference
 - ▶ RSA, CSAVR and 35 Business Partners
- ▶ We Listened and Learned from Business
- ▶ Dual Customer Strategy
 - ▶ Individuals
 - ▶ Business
- ▶ National in Scope - VR as One Company
 - ▶ National Team – Connect 80 Agencies
 - ▶ Build an Infrastructure that is easily accessible
 - ▶ Single Points of Contact (National – State –Local)
 - ▶ A Network that Delivers and is Sustainable

The National Employment Team Built with Customers

- ▶ Customer Driven Network
 - ▶ Build relationships and trust
 - ▶ Understand the business as a whole
 - ▶ Real time Labor Market Information
- ▶ Strategic Alliances and Partnerships
 - ▶ USBLN
 - ▶ NILG
 - ▶ OPM
- ▶ Leverage the Strengths of a National System
 - ▶ Ability to Deliver at the National, State and Local Level

The NET: VR Business Services Defined by Business Customers

- Strategic Planning
 - Consultation
 - Technical Assistance
- Pre-Employment
 - Internships
 - Training
- HR/Staffing
 - Recruitment & Promotion
 - Benefits & Compensation
 - Retention Supports
 - Employee Advisory Services
- Accommodations
 - Work Site Assessment
 - Assistive Technology
- Staff Training
 - Disability Awareness
 - ADA/Employment Laws
- Universal Design
 - Contracts
 - Facilities
 - Programs/Services
 - Assistive Technology
 - Information Technology
- Financial Supports
 - WOTC
 - Barrier Removal
- Diversity Programs
- Compliance Support
 - 503/VEVRAA
- Legal
 - Labor Relations
 - Policy Development
 - Risk Management
- Product Development
- Customer Service
- Marketing & Outreach

Examples



Building a Strategic Plan with Lowe's

Partnership Agreement: NET & Lowe's Companies

Strategic Plan – business operations:
corporate, retail and distribution

Build an internal team - accommodations

Current Models

Job and site analysis

Four tiered approach: competitive, assisted or transitional employment, pre-training with supports, retention

Year 1: 556 hires at corporate, retail and distribution centers

States: AL, AK, AZ, AR, CA, CO, CT, DE, FL, GA, IL, IN, IA, LA, MD, MA, MI, MN, MO, MS, NE, NV, NH, NJ, NY, NC, OH, OR, PA, SC, TX, UT, VT, VA, WA, WI, WY



Building a Strategic Plan with Starbucks

Working with the USBLN: meeting with corporate team to look at current practice and the goals of the company. Partners included HR, Compliance, Diversity and Inclusion, Accommodations, ACCESS – ERG

Roasting Plants, manufacturing and distribution: NV, PA, WA. Tours, meeting with the teams on-site. Review of positions and accommodation discussions.

Nevada: Inclusion Academy

Washington: Hiring and recruitment for plant as well as corporate positions. Support for retention.

Pennsylvania: local connections, recruitment and hiring in both distribution and retail. Adopt Inclusion Academy model

National: corporate recruitment, sharing models across the NET, future expansion – retail/training which includes baristas. Career Paths from within.



The Opportunities and Challenges

► The Time Is Now – the Urgency

- Federal Executive Order
- NGA: Better Bottom Line
- Section 503/VEVRAA (Contractors and Sub-Contractors)
 - Compliance
 - “We just don’t know what we don’t know”
- Shrinking Labor Force – Demand for Talent
- Disability During the Life Cycle of Employment
- Aging Workforce
- Veterans
- Changing Workplace
- VR’s Niche

Legislative Support and Partnerships

WIOA – VR's Focus on Business

- ▶ **Previous Section 109: Training of Employers with Respect to Americans with Disabilities Act of 1990**
 - ▶ program to train employers on compliance with Title I of the ADA;
 - ▶ inform employers of the existence of the program and availability of services

- ▶ **New Section 418: Training and Services for Employers**

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 --

Training and Services for Employers

- ▶ **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 and other employment-related laws; and
- ▶ **2) working with employers to:**
provide opportunities for work-based learning experiences (including internships, short-term employment, apprenticeships, and fellowships), and opportunities for pre-employment transition services;

Training and Services for Employers

- ▶ 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;
- ▶ (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,

Training and Services for Employers

- ▶ 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
- ▶ assisting employers with utilizing available support for hiring or accommodating individuals with disabilities.

Talent Acquisition Portal[®]

Council of State Administrators of Vocational Rehabilitation • The NET • disABLEDperson Inc.



"TAP into Talent" at tapABILITY.org

➤ Talent Acquisition Portal[®]

Candidates: Create Profile/Resume

The screenshot displays the Talent Acquisition Portal interface. At the top, the navigation bar includes the logo "Talent Acquisition Portal®", a home icon, and menu items for "Counselors", "Candidates", "Jobs", "Discussions", and "Stars". The user's name "Michael Jordan" and icons for settings, help, and power are on the right. Below the navigation bar, there is a breadcrumb link "← Back to Ian Arscott's profile" and a status indicator "This resume is **not published**." with a green "Publish" button. A horizontal menu contains tabs for "Contact Info", "Objective & Qualifications", "Work Experience", "Education", "Categories", "Locations", "Skills", and "Other". The "Work Experience" tab is active, showing a light blue message box: "You don't have any of your work experience listed on your resume yet." Below this message is a dark blue button with a plus sign and the text "Get started by adding some now".

Search Jobs

Talent Acquisition Portal® [Home](#) [Counselors](#) [Candidates](#) **[Jobs](#)** [Discussions](#) [Stars](#) Michael Jordan [Settings](#) [Help](#) [Logout](#)

All Jobs

Top Locations

- Denver , CO 2

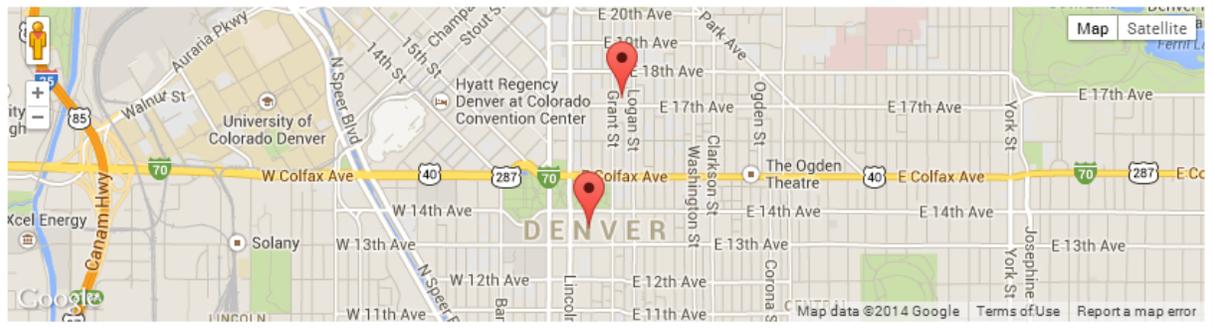
Top Categories

- Accounting 2

Position Types

- Full Time 2
- Part Time 0
- Telecommute 0
- Internship 0
- Volunteer 0
- Contract 0
- Temporary 0

2 Accounting Jobs In Denver , CO



Displaying **all 2** jobs

- Accounting Technician at TAP Employer in Denver , CO
Posted in Accounting 9 months ago
- Enterprise Accounting Supervisor at TAP Employer in Denver , CO
Posted in Accounting 10 months ago

Participate in Job Fairs/Interviews

The screenshot displays the Talent Acquisition Portal interface. At the top, there is a navigation bar with the following items: Talent Acquisition Portal logo, a home icon, and menu items for Counselors, Candidates, Jobs, Discussions (which is highlighted), and Stars. On the right side of the navigation bar, the user's name 'Michael Jordan' is shown along with icons for settings, help, and power. Below the navigation bar, there are two tabs: 'Browse Discussions' and 'Live Chat'. A blue button labeled 'Create New Chat Room' is positioned on the right. The main content area is titled 'Job Fair' and includes a 'Share URL:' with the link <https://demo.tapability.org/rooms/c10e87da-cf5d-4b6a-ba84-f6aaf4294fbd/shared/F9hDpyF9MNJPTq72Qwzy>. Below the title, the word 'Test' is visible. A chat message from 'Michael' with the text 'Anything said' and a timestamp of 'May-29-14 11:00 AM' is shown. A text input field with the placeholder 'Add a comment...' is located below the message. On the right side of the chat area, there is a 'Who's Online?' section showing 'Michael (Counselor)' with a count of '1'. At the bottom right, there is a blue button labeled 'Download Transcript (PDF)'.

View Candidate Resumes

Talent Acquisition Portal® [Home](#) [Jobs](#) [Discussions](#) [Stars](#) TAP Employer [Settings](#) [Refresh](#)

BABE-D5C249DC

My objective is to bring my experience in sales to any organization. I believe through my expertise and salesman persona, I can be an asset to any company.

Qualifications

10 years sales experience
Types of Sales:

- Car
- Internet
- Medical Device
- Skills

Experience

Car Salesman
Toyota of Atlanta - Atlanta, Georgia - 1999-2005

As per the requirement of any Toyota candidates, I was considered an ambassador of the Toyota brand and sought to sell a great product to customers.

Duties include:

- Showing Cars
- Providing information on cars and expertise on cars
- Credit background checks
- Negotiations
- Customer Service follow up

Sales Coordinator
Emerald Inc. - Atlanta, Georgia - 2005-2008

- Sales from business to business
- Called and offered service to businesses
- Sought to bring customers into our service by reaching a monthly quota each month
- Negotiations

[✎ Contact Candidate](#)

[★ Unstar this candidate](#)

COUNSELOR
Michael Jordan

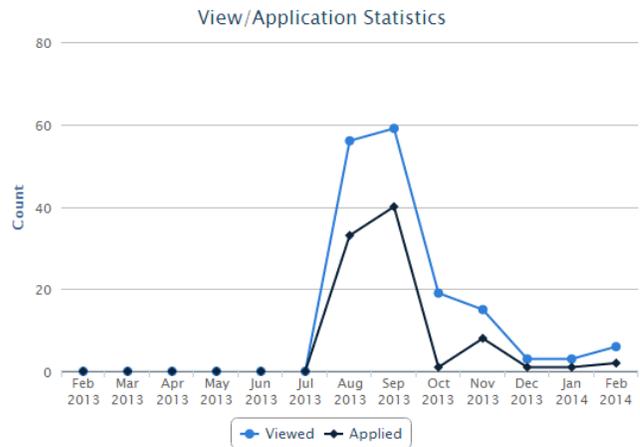
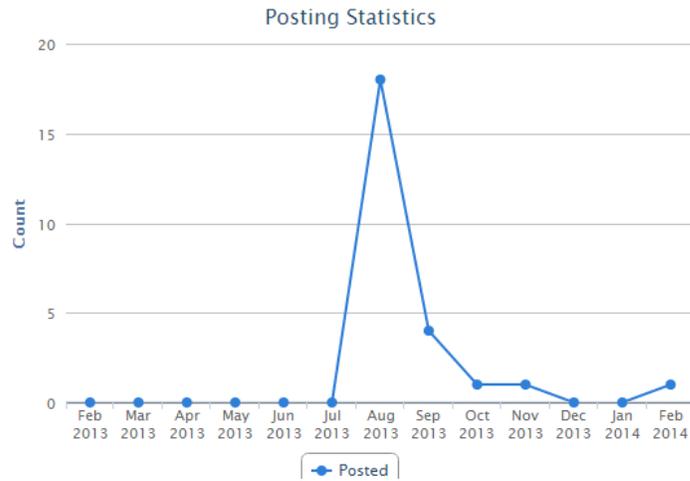
[Contact Michael](#)

“Live Chat” (Interviews, Job Fairs, educational)

The screenshot displays the Talent Acquisition Portal interface. At the top, there is a navigation bar with the logo "Talent Acquisition Portal®" on the left and user information "TAP Employer" on the right. The main navigation menu includes "Home", "Jobs", "Discussions", and "Stars". A blue notification banner at the top states: "The room Interview with Babe-d930494 is ready for chatters! Send the share link below to anyone with access to TAP and they can instantly begin chatting!". Below this, there are two tabs: "Browse Discussions" and "Live Chat". A "Create New Chat Room" button is visible on the right. The main content area is titled "Interview with Babe-d930494" and includes a "Share URL:" with the link <https://demo.tapability.org/rooms/94c1cac5-13d3-4669-9ddd-b37d1d16ee42/shared/4QRuTys7ijqzMhNFXxGQ>. The subtitle reads "Preliminary Interview for Account Director Job in Denver, CO". A large text input field is labeled "Add a comment...". On the right side, a "Who's Online?" section shows "TAP Employer (Employer)" with a count of 1. A "Download Transcript (PDF)" button is located at the bottom right of the chat area.

Job Metrics

Stats At A Glance



status **Active**

code **38394955**

posted **Nov 13, 2013**

expires **Mar 15, 2014**

views **21**

applications **10**

Actions

Edit

Expire

Delete

View Candidates

Compliance Reports

[All](#)
[My Jobs](#)
[Reports](#)
[Saved Searches](#)
[Post A New Job](#)

Compliance Report

Are you being audited? You can instantly generate a detailed report of jobs posted, their view counts, application info and more for a given month.

Generate report for:

[Generate PDF](#)

Compliance Report for TAP Employer

Talent Acquisition Portal®

November 2013

Total Jobs Posted	1
Total Job Views	15
Total Job Applications	8
Total Hires	1

Jobs Posted

Posted Date/Time	Job Code	Job Title	Category	Location	Views	Applies	Candidate Hired
2013-11-13 22:40:58 UTC	38394955	Account Director, Group Sales 198e78f8-7e68-40b2-876b-4f72ce0955a2	Accounting	Denver, CO	21	10	Bobby Jones

Talent Acquisition Portal®

TAP - Gold Award for Innovation

Talent Acquisition Portal

TAP into Talent

- ▶ 2014 Recruiting Service Innovation Awards (ReSi)
- ▶ International Association of Employment Web Sites
- ▶ SHRM Award Banquet
- ▶ http://jobboarders.com/profiles/blogs/2014-resis-winners-named?xg_source=activity



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