



ADVANCING
DISABILITY INCLUSION
& WORKFORCE
INNOVATION

Council of State Administrators of Vocational Rehabilitation

Careers and Business Relations News Brief

March 26, 2023



CSAVR Careers and *Business Relations News Briefs* is a regular series covering The National Employment Team (NET) activities, business relations initiatives, media stories, business research initiatives, webinars, reports, conferences, and employment activities of interest to the membership.

HIGHLIGHTS

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NATIONAL ITEMS OF INTEREST

[White House Proclamation on Women's History Month \[whitehouse.gov\]](https://www.whitehouse.gov)

A Message from EEOC Chair Charlotte A. Burrows for 2023 Equal Pay Day and Women's History Month and Presentation Link from Lily Ledbetter Regarding the Fair Pay Act of 2009 and her journey to Equal Pay. **For over a quarter century, Equal Pay Day has served as a symbolic reminder of a real and persistent problem. The National Committee on Pay Equity organized the first Equal Pay Day observance on April 11, 1996, which represented how far into the year women needed to work—at that time, over four months—in order to be paid what men had made the prior year. The idea was to raise public awareness around equal pay through the quantitative and potent symbol of time.**

This year, we marked Equal Pay Day on March 14, 2023—almost a month earlier than we did back in 1996. While we have gradually chipped away at the gender pay gap, we still have significant work to do. Women who work full time are paid on average only about 84 cents on every dollar paid to white men. And the pay gap is even wider for some women of color, mothers, and LGBTQI+ workers when compared to what white men make. That means we are deep into the calendar year by the time we mark Black Women's Equal Pay Day in July, even deeper into the year for Latinas' Equal Pay Day in October, and deeper still for Native Women's Equal Pay Day in November.

Equal Pay Day takes place during the broader context of Women's History Month, when we celebrate women's contributions to our national story and reaffirm our collective commitment to advancing rights and opportunities for women.

Lilly Ledbetter Fair Pay Act of 2009. On January 29, 2009, President Obama signed the first piece of legislation of his Administration: the Lilly Ledbetter Fair Pay Act of 2009 ("Act"). This law overturned the Supreme Court's decision in *Ledbetter v. Goodyear Tire & Rubber Co., Inc.*, 550 U.S. 618 (2007), which severely restricted the time period for filing complaints of employment discrimination concerning compensation.

The Act states the EEOC's longstanding position that each paycheck that contains discriminatory compensation is a separate violation regardless of when the discrimination began. The Ledbetter Act recognizes the "reality of wage

discrimination" and restores "bedrock principles of American law." Particularly important for the victims of discrimination, the Act contains an explicit retroactivity provision.

Last year in 2022, Lily Ledbetter shared her phenomenal story of triumph and of initiating her journey in the EEOC, Birmingham District Office. Her story and the fight for equal pay never gets old. I encourage you to take the time to listen to the recorded event and to share.

Remember that you should always receive equal pay for equal work!

[Access Video Here.](#)

National Developmental Disabilities Awareness Month. In observance of **National Developmental Disabilities Awareness Month** this March, [Resources for Integrated Care](#) invites you to explore and share the following webinars, resources, and blog posts designed to help providers and health plans support the needs of individuals with intellectual and developmental disabilities (I/DD) and their families and caregivers.

Each March, the National Association of Councils on Developmental Disabilities ([NACDD](#)) partners with Association for University Centers on Disabilities ([AUCD](#)) and National Disabilities Rights Network ([NDRN](#)) to create a social media campaign that highlights the many ways in which people with and without disabilities come together to form strong, diverse communities.

The campaign seeks to raise awareness about the inclusion of people with developmental disabilities in all areas of community life, as well as the barriers that people with disabilities still sometimes face in their communities. You can visit their [website](#) for more information.

Administration for Community Living Supports Brain Injury Awareness Month.

In honor of Brain Injury Awareness month, ACL is highlighting the TBI State Partnership Grant Program and resources for finding support after a traumatic brain injury. Brain injury impacts all sectors of society and across all age groups.

Many of ACL's programs address the needs of individuals with brain injury, such as the [TBI Model Systems Knowledge Translation Center](#) funded by ACL's National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR).

[ACL's TBI Program](#) mission is to help states increase access to services and support for individuals with TBI throughout their lifetime. This grant program is one component of the ACL TBI Program, along with protection and advocacy.

The White House: Disability Community Engagement Newsletter: [Disability Community Newsletter](#)

Supreme Court Unanimously Sides With Student In Special Ed Case:

The U.S. Supreme Court on Tuesday ruled unanimously that a deaf student may pursue his lawsuit for money damages against a Michigan school district that allegedly failed for years to provide him with adequate sign language assistance.

The court held in [Luna Perez v. Sturgis Public Schools](#) that a procedural requirement under the main federal special education law, the Individuals with Disabilities Education Act, does not bar the student's claim under the Americans with Disabilities Act of 1990.

The decision will allow the now-27-year-old student, Miguel Luna Perez, to pursue damages under the ADA. And it will make it easier for other students with disabilities and their families to bypass often slow-moving administrative proceedings under the IDEA when their chief claim is for damages under other federal laws such as the ADA or the Rehabilitation Act of 1973. [Here is more from the SCOTUSblog.](#)

NET UPDATES

Message from Pfizer to the VR-NET: A thank you for our partner at Pfizer *"I wanted to follow up on the earlier email. Kathy, I'm blown away by the response from your VR contacts and I received many resumes and emails of talented college students. I'm working hard to network on their behalf."*

Leaf Home – NET Partnership: The Community Outreach Recruiter with Leaf Home reached out to establish a partnership with the NET. Leaf Home has several

lines of business (e.g. Leaf Guard) related to home maintenance, repair and safety. They have operations across the country. One of their focus areas is through a partnership with Lowes where they employ Retail Sales Reps to demonstrate their Leaf Guard product in Lowes stores. There are a large number of locations within the D.C., MD and VA area. The goal is to start with this team to build a model/strategy and expand nationally. The VR operated training centers in MD and VA will also be included in the initial planning to explore opportunities for training VR candidates and then moving them into positions within the various lines of business within Leaf Home.

Department of Homeland Security – NET and TAP Partnership: Homeland Security reached out to discuss an expansion in their partnership with the NET. The plan is to begin with the mid-Atlantic team – D.C., Maryland, Virginia and West Virginia and then expand to other areas across the country.

The Homeland Security team attended a TAP demonstration this week that included 45 members of their team across administrations and areas of focus. Their goal is to increase the recruitment of candidates with disabilities, including Veterans.

The Department of Transportation's Secretarial Intern Program (SIP) is currently accepting applications for professional and administrative positions. Please spread the word about this exciting opportunity. The SIP program provides interns with a chance to gain a broader understanding of government issues and offers students a wide range of professional experiences they can use in their future careers. Vacancies are open now and are due to close on 03/28/2023, or when each reach 300 applicants.

Please visit the links below to access the vacancies:

Professional Vacancy (DOT-2023-0131):

<https://www.usajobs.gov/GetJob/ViewDetails/712897000>

Administrative Vacancy (DOT-2023-0132):

<https://www.usajobs.gov/GetJob/ViewDetails/712897300>

The Internal Revenue Service will be hiring over 5,000 Contact Representatives and Tax Examining Technicians in over 26 locations nationwide. During these in-

person hiring events, we will be reviewing resumes and education transcripts (if applicable) and making on-the-spot job offers to applicants who qualify.

Job seekers may register to attend by clicking the link for the location that interests them. Interpreters are on-site at each event. Please have your NET contact me should there be someone requiring a different type of accommodation.

Holtsville, NY - Contact Representatives (English and Bilingual-Spanish) & Tax Examining Technicians - March 30 from 9 a.m. to 3 p.m.

<https://www.eventbrite.com/e/irs-holtsville-ny-in-person-direct-hiring-event-csr-and-tax-examiners-tickets-580958090287?aff=ICW>

Kansas City, MO - Contact Representatives & Tax Examining Technicians - April 5 or 6 from 9 a.m. to 3 p.m.

<https://www.eventbrite.com/e/irs-kansas-city-mo-in-person-direct-hiring-event-csr-and-tax-examiners-tickets-579734891667?aff=ICW>

Austin, TX - Contact Representatives (English and Bilingual-Spanish) & Tax Examining Technicians - April 12 or 13 from 9 a.m. to 3 p.m.

<https://www.eventbrite.com/e/irs-austin-tx-in-person-direct-hiring-event-contact-reps-and-tax-examiners-tickets-590477282447?aff=ICW>

If individuals cannot attend the in-person hiring events, they may apply via [USAJOBS.gov](https://www.usajobs.gov). I provided the links to the announcements below:

Contact Representative Announcement:

<https://irs.usajobs.gov/job/707717100>

Tax Examining Technician Announcement:

<https://irs.usajobs.gov/job/712816900>

Internships – Department of State: Applications. Thank you for referring candidates!

Applications for the U.S. Department of State Student Internship Program - Fall 2023 cycle were open through 11:59 PM on March 12. These paid [#internships](#) for

U.S. citizen undergrad and grad students also provide transportation to the internship location and housing. To learn more: <https://bit.ly/3SF1NwU>.

Microsoft 365 will soon have an Accessibility Assistant

Windmills Train the Trainer: Do you have additional people who would be interested in Windmills Training? We just completed a session and don't currently have another one scheduled. We wanted to start by evaluating the need. If you do have additional staff you would like to see trained, please let Kathy know as soon as you can and provide the estimate number of potential trainees. Thank you!

VR SUCCESS STORIES AND PROGRAMS

Missouri VR: Summer Work Experience

Texas: Pre-employment Transition Services

Florida: Business Readiness and Construction Knowledge (BRICK). Florida VR has found work-based learning experiences for youth in construction and trades to be an effective way to introduce students with disabilities to the industry. Here is a video from the original project, which was called Brevard Internships in Construction Knowledge (BRICK): <https://youtu.be/QvRTu6byxgY>. The project is a summer program for students and has been ongoing since 2018, even during the pandemic. It has expanded throughout the state and is now called Building Readiness in Construction Knowledge (BRICK). Here is another recent video of the program: <https://youtu.be/rAYv3KxEH7E>. The videos were produced by two of our contracted employment services providers who work directly with the students and businesses to implement the work experiences. VR provides administrative oversight. Over one hundred fifty work-based learning experiences have been completed, serving dozens of students and more than 25 employers, many of them returning for multiple years. There have been several young adults who found their career path in construction and trades after their work-based learning experience.

TAP UPDATE

TAP Training Report for March 23, 2023

Missouri TAP presentation is set for Monday 3/27/23.

TAP Candidate Applications: 127 applications and the majority are from TTW EN (58), State VR (48) with California & Tennessee tied for highest at (11), and VA VR&E (11).

New Candidates as of March 23, 2023: State VR (107), VA VR&E (91) TTW EN (77), and for a total of 275 new candidates this month.

March 23, 2023

419,553 Jobs Posted

18,724 Jobs Viewed

127 Job Applications

State/Entity	New Candidates	Applications
Alaska	7	3
California	16	11
Connecticut – B	2	0
District of Columbia	12	1
Florida - B	6	0
Florida- G	2	0
Georgia	2	3
Illinois	2	0
Iowa-G	1	1
Michigan-G	14	2
Missouri-B	0	1
Missouri-G	2	0
NENA	2	0
New Hampshire	4	0
New Jersey-B	1	0
New Mexico-G	3	3
North Carolina -B	1	0
North Carolina -G	4	0

Oklahoma	8	0
Oregon-B	1	0
South Carolina-G	2	0
Tennessee	3	11
Texas-B	0	8
Texas-	10	3
U of Washington	2	0
Virginia-B	1	0
Washington-B	0	5
Washington-G	1	1
Total State VR	107	48
VA VR&E	91	11
TTW EN	77	58

ARTICLES AND EVENTS OF INTEREST

2023 Southeast Region National Rehabilitation Association Training Conference!

3D: Driven. Determined. Dedicated. Congratulations to the planning committee for the 2023 SERNRA Conference under the leadership of Alabama Rehabilitation Association President Dr. Courtney K Dotson and SERNRA President Dr. Nick Derzis. The theme truly spoke to the purpose of the participants who demonstrated that they are **Dedicated** to the mission of assisting individuals with disabilities, **Determined** to make a difference in the lives of each person, their communities and states, and **Driven** to work collaboratively with other agencies through innovative partnerships. It was refreshing to see a very diverse audience (VR counselors, business services staff, educators, and community partners) networking, developing new partnerships and creating new pathways for innovative changes.

There were representatives from 10 states (Alabama, Florida, Georgia, Kentucky, Maryland, Mississippi, North Carolina, Tennessee and Utah). There was national support for the conference from National Rehabilitation Association, President, Paul Barnes (in person) and CSAVR, Chief Executive Officer, Steve Wooderson (virtually) as well as welcome and greeting from Alabama Department of Rehabilitation Services, Commissioner, Jane Elizabeth Burdeshaw (in person). Also attending in person from the CSAVR team were Theresa Hamrick and Inger Neal

who after reading the following statement from Alabama Rehabilitation Association (ARA) President Dr. Courtney K. Dotson they knew they needed to attend.

“2023 Southeast Region National Rehabilitation Association Training Conference! 3D: Driven. Determined. Dedicated. This year’s conference theme, SERNRA 3D—Driven, Determined, Dedicated was carefully chosen to share our ongoing hard work and commitment of providing a platform that allows for the collaboration of unique thought and services offered throughout the state. This training conference brings about best practices in the areas of rehabilitation, employment, and technology. More specifically focusing on augmentative communication, brain fit for work and life, burn-out, prosthetics, rehabilitation technology, college preparation, professional identity of rehabilitation counselors, and hiring and supporting neurodiversity in the workplace. We gather each year to expand our knowledge, sharpen our skills and build stronger relationships so that we can better serve individuals with disabilities. A seamless approach to the provision of the highest quality of service delivery to individuals with disabilities requires drive, determination, and dedication. While you are with us, I hope that new partnerships are fostered, so that we can continue to build capacity to serve and implement what is learned.”

[Here is more about the conference.](#)

Leader Dogs for the Blind Teen Summer Camp application deadline is QUICKLY approaching on March 31st! [Teen Summer Camp](#) is a free program that combines fun activities with exploring mobility options like guide dog travel, discovering leadership skills and building friendships with peers facing similar challenges. Camp is June 25-July 1, 2023.

[Youth O&M](#) provides O&M training for 16- or 17-year-olds and education for a supporter (i.e., family member) to learn more about blindness, the skills their loved one uses and how to help in O&M goals. Participants in this program stay in a local hotel and participate in our traditional training environments. All travel, meals and hotel expenses are covered by Leader Dog. This program is one weeklong and is unique in its scheduling throughout the year based on participants schedules. Youth O&M dates include June 11-17, July 16-22 and August 6-11, to apply simply start an [O&M application!](#)

Leader Dog has expanded our O&M team! More COMS means more dates available for O&M clients. We have O&M openings as soon as April 2023! If you know someone who could benefit from [orientation and mobility services start an application](#) TODAY!

If you have any questions, please feel free to reach out to Kathy and Inger.

This is an unmonitored email account. Please direct any questions to:
info@csavr.org