



ADVANCING  
DISABILITY INCLUSION  
& WORKFORCE  
INNOVATION

Council of State Administrators of Vocational Rehabilitation

## Careers and Business Relations News Brief

May 28, 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.

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### Announcements:

**Memorial Day** is an American holiday observed on the last Monday of May, honoring the men and women who died while serving in the U.S. military. Originally known as Decoration Day, it originated in the years following the Civil War and became an official Federal holiday in 1971.

The Civil War claimed more lives than any conflict in U.S. history and required the establishment of the country's first national cemeteries. By the late 1860s, Americans in various towns and cities had begun holding springtime tributes to these countless fallen soldiers, decorating their graves with flowers and reciting prayers.

CSAVR staff will be out of the office on Monday to recognize Memorial Day and honor those Veterans who paid the ultimate price in serving our country.

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## HIGHLIGHTS

1. [National Items of Interest](#)
2. [NET Updates](#)
3. [TAP Updates](#)
4. [Articles and Events of Interest](#)

### NATIONAL ITEMS OF INTEREST

**nTIDE May 2023 Deeper Dive: How did COVID 19 Impact the Employment of People with Vision Loss:** [Read the latest nTIDE Deeper Dive Report for May 2023! \[mailchi.mp\]](#)

**DOL Launches Mental Health PSA Video:** As part of its “Mental Health at Work” initiative, the U.S. Department of Labor (DOL) has released a video public service announcement (PSA) to help advance mental health and wellness in the workforce. The video features Acting Secretary of Labor Julie A. Su, as well as employers, association leaders and workers who have lived experiences related to mental health in the workplace. Launched this month during Mental Health Awareness Month, the DOL “Mental Health at Work” initiative offers resources for employers, workers and others—all designed to create supportive workplaces that prioritize mental health.

[Watch DOL’s mental health PSA \[youtube.com\]](#)

[Find resources and learn more about DOL’s Mental Health at Work Initiative \[dol.gov\]](#)

**Section 508 Best Practices Webinar in Archives: Accessibility and Accommodations in the Federal Workplace:** The U.S. Access Board’s Section 508 webinar on accommodations and accessible information and communication technology (ICT) in the federal workplace was yesterday, but if you missed it, the [presentation materials \[lnks.gd\]](#) are available in the archive. This 90-minute webinar reviewed employment perspectives on accessibility policies and accommodations, including how they have been used to accomplish duties and excel in federal careers. This archived webinar includes video remote interpreting (VRI) and real-time captioning. The webinar series is hosted by the ADA National Network in cooperation with the Board.

**DOL – Wage and Hour Division: 14 (c ) Certificate Holders:** The Department of Labor’s Wage and Hour Division (WHD) published an updated [list of section 14\(c\) certificate holders \[dol.gov\]](#) on May 5, 2023. WHD intends to update the list now on a monthly schedule. Users can continue to search for an employer name or search by state. In addition, users can continue to download the list to Microsoft Excel or CSV for further sorting or filtering by selecting the download icon and selecting the “Crosstab” option from the pop-up box.

*Section 14(c) Certification and Published Data-* Section 14(c) is a certificate-based program. The certificate application requires employers to provide WHD information about

themselves and a snapshot of information about the way they use or seek to use the subminimum wage program. An applicant seeking renewal of its certificate is required to provide in its application certain data about its workforce that is paid a subminimum wage during the most recently completed fiscal quarter.

WHD currently receives and processes certificate applications on a rolling basis and each application is reviewed to determine whether WHD will issue or deny a certificate. When issued, the length of the certificate authorization is generally one or two years and each certificate has both an effective date and an expiration date.

Application data is self-reported by employers and used to generate WHD's published website list. The published list reflects active certificates as of the date the list was revised.

### **NET UPDATES**

**NET Summit:** Location: Washington, D.C - Timeframe: September 19 – 20, 2023.

#### *Agenda:*

Tuesday, September 19<sup>th</sup>: NET and Business Team members meet and discuss hot topics. There will be a mix of general sessions and roundtables to discuss specific topic areas. Attendees will have the opportunity to network with NET members from across the country.

Tuesday, September 19<sup>th</sup>: Evening Reception – Celebrate the 50<sup>th</sup> Anniversary of the Rehabilitation Act of 1973, as amended. Business awards and recognition. Business customers, partners and Hill Staff will be invited.

Wednesday, September 20<sup>th</sup>: NET Day with Business Customers. Learn from key business partners at the national, state, and local level, including Federal agencies.

Currently 28 VR agencies have reported 118 attendees to date. These attendees include the NET point of contact, business relations staff and VR leadership.

**Careers and Business Relations Committee Meeting:** 50 People, including Directors, NET Points of Contact, Business Relations and other VR staff attended the Careers and Business Relations Committee meeting on May 15<sup>th</sup>.

Thank you to our panelists and participants for sharing your experience and insight!

#### *Presenter Panelists:*

- Morgan Rincon MS, CRC, Business Relations Coordinator, OR-B
- Melinda M. Paninski MS, CRC, Specialist for Workforce Alliances, TX-C
- Lori Rodgers, Business Services Specialist, ND-C

### *Panel Facilitation: C&BR Co-Chairs*

- Jane Elizabeth Burdeshaw, Commissioner, AL-C
- Michael MacKillop, Executive Director, WA-B

### *Co-Hosts:*

- Kathy West-Evans, Director of Business Relations, NET @ CSAVR
- Inger Neal, Business Relations Consultant, NET @ CSAVR

**NET – TAC QE Co-host the Business Relations Blueprint Learning Community:** Thank you to our partners at the TAC-QE and the work of Harley Engelman, the CSAVR Contractor as well as Kathy and Inger

### *Agenda - May 18, 2023*

#### Learning Community Partner Introductions-

- Dr. Tim Tansey, University of Wisconsin-Madison VRTAC-QE Principal Investigator
- Kathy West Evans, CSAVR Director of Business Relations
- Inger Neal, CSAVR Business Relations Consultant
- Harley Engelman, CSAVR Contract Consultant and VRTAC-QE Liaison

#### Learning Community Observer/Participant Introduction-

- Michael MacKillop, Executive Director of the WA. Department of Services for the Blind - CSAVR Career and Business Relations Committee Co-Chair

#### Learning Community Member Introductions

Learning Community Mission Statement: “Strategies for Implementing the Vision: Operating Effectively across VR Agencies Using the Dual Customer Approach.”

#### Learning Community Working Committees

1. Leadership and Organizational Structure: Build a Team That Supports the Work with Individual and Business Customers
2. Effective Policies and Procedures that Support the Dual Customer Approach
3. Marketing and Managing the Message - Internally with stakeholders and externally with customers at the state and national level.

**CSAVR – NET – TAP Collaboration with AbilityOne to Support CIE:** Mike Corso and Kathy were invited to the SourceAmerica conference to be part of a roundtable discussion with AbilityOne, SourceAmerica staff and select partners. The discussion focused on working together to support individuals moving off of AbilityOne contracts into competitive, integrated employment setting. While the majority of providers pay competitive wages, this would support individuals in their next step toward a career in an integrated setting working directly for a private or public sector business.

**Amazon Virtual Information Session:**

Details: June 6<sup>th</sup>

Times:

Session 1: 11:00 a.m. -12:00 p.m. CT

Session 2: 12:00 p.m. -1:00 p.m. CT

Session 3: 1:00 p.m. - 2:00 p.m. CT

Accommodation Request: If you have a disability and need an accommodation during the application and hiring process, please visit [amazon.com/pwd](https://amazon.com/pwd) [\[amazon.com\]](https://amazon.com) or contact us by phone at 888-435-9287, Monday through Friday, between 6 a.m. and 4 p.m. PT.

Conditions of Employment: If you receive and accept an offer, you will need to provide proof of your identity and employment eligibility as required by federal law by completing a Form I-9. At Amazon, we believe we work best when our employees reflect the diversity of their communities. That's one of the many reasons why we encourage you to join our virtual information session that will showcase why Amazon is a great place to work. You'll find reasonable accommodations, resources, and support across the hiring process and beyond, while getting all your questions answered regarding the work, pay, schedules, and more.

Register Here: <https://bit.ly/3nqeiig> [\[bit.ly\]](https://bit.ly/3nqeiig)

**Walmart and VR-NET Recruitment:** Walmart is about to ramp up our hiring and would love to consider folks in your network. Feel free to send this unique link out so we can track our efforts working in partnership with the VR-NET.

Thanks for your partnership. Here are some of the upcoming hiring class dates we are shooting for: 6/5, 6/19, 7/5, 7/17

Customer Care:

Resolution Coordinator I, II, or III

Open to hire in AL, AR, AZ, FL, GA, ID, KS, KY, ME, MA, MI, MO, MS, NE, NM, NC, OH, OK, SC, TN, TX, UT, VT, VA, WY

Starting at \$14 and up to \$16 per hour

[Classes available now! \[walmart.wd5.myworkdayjobs.com\]](https://walmart.wd5.myworkdayjobs.com)

Accommodations: encourage people to apply and then talk with the recruiter about your accommodations needed in the application/interview process or work with the manager on work-related reasonable accommodation requests.

### **NET – Federal Agency Collaboration:**

*USAID – U.S. Agency for International Development*

Please see below the special COS vacancy announcement link for veterans and persons with disabilities. I ask that you promote the announcement with the appropriate forums and networks who are eligible and may be considered through this opportunity:

<https://www.usajobs.gov/job/725417700> [usajobs.gov]

Also, applicants can email me their resume and schedule a letter directly at [disabilityprogram@usaid.GOV](mailto:disabilityprogram@usaid.GOV) to be considered for other employment opportunities.

Milana Pilco (she/her)

Disability Program Recruitment Manager

Office of External Outreach and Strategic Recruitment (XOSR)

Human Capital and Talent Management (HCTM) | USAID

### *Federal Internship and Apprenticeship Opportunities*

Internships and apprenticeships are a critical way to reach our shared goal of cultivating a workforce that draws from the full diversity of the Nation. To support in these efforts, below we have shared a few resources. We also have an exciting news: OPM is also officially launching the Federal Intern Experience Program on June 6, 2023 (please see an overview of the Program below). There will be a [kickoff event \[eventbrite.com\]](https://eventbrite.com) on June 6<sup>th</sup> featuring NASA SpaceX Crew-4 astronauts at the Department of Interior' Auditorium, 11:00 – 12:30 (also with a virtual registration option). [Registration \[eventbrite.com\]](https://eventbrite.com) is required. The event is sponsored by NASA, DOI, and OPM. Please help us spread the word about the event and this Program—share the attached flier and [registration link \[eventbrite.com\]](https://eventbrite.com) on your social media accounts and send to your interns, intern supervisors, and HR directors. Astronauts are very popular with all audiences! The Program webpage will officially launch soon and we'll be sure to share with you!

As always, we also invite your ideas, feedback, and recommendations. We love to hear from the DEIA community. Please email us at [AskDEIA@opm.gov](mailto:AskDEIA@opm.gov)

Thank you!  
-The ODEIA Team

### *Additional Internship and Apprenticeship Resources*

Resources to support you in your internship, apprenticeship, and early career program efforts:

[Guidance on Promoting Internships and other Student and Early Career Programs in the Federal Government \[chcoc.gov\]](#)

### *Internships*

[Federal Internship Portal \[intern.usajobs.gov\]: intern.usajobs.gov \[intern.usajobs.gov\]](#)

Internship Ideas or feedback? Email [intern@opm.gov](mailto:intern@opm.gov)

Federal Intern Experience Program Kickoff Event - June 6<sup>th</sup> [Registration \[eventbrite.com\]](#)

Interns can join the Federal Intern Experience Program [mailing list \[feedback.opm.gov\]](#)

### *Apprenticeships*

[Federal Agency Apprenticeship Programs \[apprenticeship.gov\]](#)

Executive Order 14035 (DEIA EO)

[Executive Order 14035 - Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce \[federalregister.gov\]](#)

[OPM One-Pager on Diversity, Equity, Inclusion, and Accessibility Executive Order \[opm.gov\]](#)

### *Intern Experience Program Overview*

Welcome to the Intern Experience Program, a new initiative designed in partnership with agencies to provide enriching opportunities and support interns in the Federal government. The Program aims to empower interns through a range of training sessions, engaging events, personalized mentoring, and professional development avenues. The Program strives to create an inclusive and collaborative environment where interns can gain valuable skills, expand their networks across agencies, and connect to the great mission of public service. Whether through guest speakers, workshops, or mentorship connections, the Intern Experience Program is dedicated to developing the next generation of government leaders and providing a meaningful and rewarding internship journey. To support the new Program, OPM will be launching a webpage in early June with additional information—stay tuned and we will be sure to share this link.

Please feel free to contact us with any additional questions or concerns.

DEIA EO Implementation Team

[AskDEIA@opm.gov](mailto:AskDEIA@opm.gov)

[DEIA EO Learning Community on MAX \[community.max.gov\]](https://community.max.gov)

## **TAP UPDATES**

Staff transition: Michelle Alford-Williams is moving full-time to her role as the Senior Director for NextGen Initiatives at Disability:IN and will no longer be the TAP trainer. Mike and Inger will be working together to provide training to VR staff and partners. Kathy and Mike will cover the business training.

Total number of jobs posted in May - 351,741

Total job viewed by candidates in May - 22,025

## **ARTICLES AND EVENTS OF INTEREST**

*Leaders Have A Responsibility To Turn The Tide On Discrimination Against The Disabled* by Caroline Casey

<https://www.forbes.com/sites/carolinecasey/2023/05/15/leaders-have-a-responsibility-to-turn-the-tide-on-discrimination-against-the-disabled/amp/> [forbes.com]

*NCD's Impact of Extreme Weather Events on People with Disabilities Report:*

<https://www.youtube.com/watch?v=FRDFtx8MoKs> [youtube.com]

*EEOC Workshop - Breaking Disability Barriers: Inclusive Practices for the Workplace* - Thursday, June 22nd, 2023 at 11:00 AM to 2:15 PM Eastern

Description: Learn from the experts about breaking down disability barriers and establishing effective accommodation policies and practices for creating respectful and inclusive workplaces for individuals with disabilities.

[Breaking Disability Barriers: Inclusive Practices for the Workplace | U.S. Equal Employment Opportunity Commission \(eeoc.gov\)](https://www.eeoc.gov) [eeoc.gov]

*Healthcare – Preventive Services for People with Disabilities*

[Healthcare Delivery of Preventive Services for People with Disabilities | Effective Health Care \(EHC\) Program \(ahrq.gov\)](https://www.effectivehealthcare.ahrq.gov) [effectivehealthcare.ahrq.gov]



*National Institute of Health: National Institute on Deafness and other Communication Disorders-Over-the-Counter Hearing Aids: How We Got Here, and Where We're Going – June 29<sup>th</sup> 1:00 – 2:00 p.m. Eastern, link to details and registration below:*  
[Over-the-Counter Hearing Aids: How We Got Here, and Where We're Going | NIDCD \(nih.gov\)](https://nidcd.nih.gov)  
[\[nidcd.nih.gov\]](https://nidcd.nih.gov)

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