



ADVANCING  
DISABILITY INCLUSION  
& WORKFORCE  
INNOVATION

Council of State Administrators of Vocational Rehabilitation

Careers and Business Relations News Brief

**June 25, 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**

**NET Summit 2023**

The NET Points of Contact and VR Training Center Directors Received an Invite to the NET Summit, below are the details.

**Dates:** September 19<sup>th</sup> and 20<sup>th</sup>

**Location:** The Westin Washington, D.C. City Center 1400 M. Street, NW Washington DC 20005

**Agenda:**

**Day One:** NET Members, Business Relations and VR Training Center Staff meet to discuss several updates and hold roundtable discussions based on “hot topics” submitted by the NET team members.

### **General Session**

- **Welcome**
- **Introductions**
- **NET and Business Relations Update**

### **Breakouts and Roundtable Discussions**

The topics will include:

#### **Roundtable Discussions “Hot Topics”**

- 1) **Cross Staff Training and Development:** How do you build the team within a VR agency to include the career focus upfront? This would include the working relationships at all levels within the organization as well as the VRC – Business Relations Staff and other areas that support CIE outcomes in the dual customer environment – OT, AT, Transition, etc.
- 2) **Business Based Training** – disability awareness, demographics, Windmills, and other tools. How to best use these tools when working with a business at all levels, particularly in a DEI&A environment.
- 3) **Measuring Outcomes of Business Relations Services** – where do we have tools that are being used (e.g., MI), there is uncertainty about WIOA Indicator 6 so how do Business Relations teams define and share their outcomes? This could include reporting on a wide range of services, employment outcomes, customer satisfaction tools, etc. Could this be part of the statewide assessment for the State Plan, what is the involvement of the SRC? How do the measures related to the amendments in the Rehab Act directly related to VR’s work with business? Note: Do we want Chris Pope to be part of this discussion?
- 4) **Work Based Learning** – the continuum of opportunities, what strategies are being used effectively, consider the wide range of options: volunteer work, internships, externships, OJTs, training center involvement, pre-apprenticeship/apprenticeship options.
- 5) **Transition:** early introduction of careers and opportunities to students while they are still in school. What is the connection between Transition Counselors, the schools, and the Business Relations team?
- 6) **Second Chance Employment:** where do we have partnerships and models that are effective in working with business to build opportunities for individuals with disabilities who are formerly incarcerated?

**Day One Evening Reception:** Celebrating the 50<sup>th</sup> Anniversary of the Rehabilitation Act of 1973, as amended. Recognizing partners and individuals who have made a difference in promoting a dual customer approach that supports the careers and independence of VR customers with disabilities.

**Day Two:** Hearing from our Business Partners, including Federal Agencies – Dual Partnerships that are Effective and Where we Move Together for Future Career Opportunities for VR Candidates that Meet the Employment Needs of Business

## **HIGHLIGHTS**

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

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## **NATIONAL ITEMS OF INTEREST**

### **[NCD Olmstead Report \[beta.ncd.gov\]](https://beta.ncd.gov)**

ACL Commemorates the 24th Anniversary of the Landmark Supreme Court Decision *Olmstead v. L.C.*: In 1999, plaintiffs Lois Curtis and Elaine Wilson, women with both mental health and intellectual disabilities who lived in a state institution, sued the state of Georgia for the right to live in their communities. In *Olmstead v. L.C.*, the Supreme Court found that unjustified segregation of people with disabilities violates the Americans with Disabilities Act and that people with disabilities have a right to receive services in the most integrated setting appropriate to their needs. The *Olmstead* decision is the guiding light for our mission at ACL. Our networks work every day to provide direct services and legal advocacy while engaging in systems change focused on meaningful inclusion of people with disabilities in all aspects of community life.

This year marks the first anniversary of *Olmstead v. L.C.* since the plaintiff Lois Curtis passed away. The [HHS press release \[click.connect.hhs.gov\]](#) marking this 24th anniversary of the *Olmstead* decision is below and a [blog post from the HHS Office for Civil Rights \[click.connect.hhs.gov\]](#) on this important anniversary has more information on HHS efforts to expand its enforcement, compliance, policy, technical assistance, and outreach efforts to support community living.

## **NET UPDATES**

**Michigan – CVS Health Workforce Innovation and Talent Center:** MRS Detroit Renaissance District and Business Network Division team members attended the grand opening of CVS Health’s Workforce Innovation and Talent Center at Goodwill Industries in Detroit on June 8. This marked CVS Health’s ninth training center and dedication to connect untapped and underserved talent in Detroit for career opportunities in pharmacy tech, retail and soon their distribution center in Novi.

MRS staff were on hand to show support for the long-term partnership with the NET, MRS and CVS Health and to learn about potential opportunities to connect individuals to the training center.

The Center is focused on helping close the skills gap in healthcare occupations such as pharmacy and pharmacy techs. It also offers healthcare services with their Aetna partner co-located at the training center. **Since 2019, MRS has assisted more than 25 customers in obtaining employment with CVS within their various business lines.**

**Hands on Hyatt Training Program:** The Hands on Education program at the Hyatt graduated 10 students who were supported by Washington VR. Thank you to Terry Redmon and his team at DVR! There have also been graduating classes and hires in California and Minnesota. The local news carried featured the graduation in Seattle and interviewed one of the VR participants:

Hyatt Hospitality Training Program held its graduation today. It's a vocational training program that prepares individuals with disabilities for careers in the hospitality industry. [HERE IS THE LOCAL TV COVERAGE \[fox13seattle.com\]](https://www.fox13seattle.com)

The CSAVR-NET appreciates the national partnership with both the Hyatt and Hands on Education. We have seen several graduates in various roles within hospitality, depending on their career goals ranging from culinary arts to engineering, customer service and housekeeping. We also see previous graduates, such as the Chef at a Marriott property, supporting new graduates as they launch their career.

**U.S. Department of State - Learn About Careers from Employees with Disabilities in Foreign Service:** This week, the U.S. Department of State invited NET members to a virtual session to learn more about Careers in the Foreign Service. The Department of State is dedicated to creating an inclusive and accessible Department and ensuring our workforce reflects the nation's diversity. Three employees with disabilities discussed their experiences joining the Foreign Service and working for the State Department. The event included live captioning and American Sign Language interpreting.

**FAA – NET Recruitment:** The FAA is recruiting for their Aviation Development Program (ADP) which we have had candidates participate in and be hired. It has offered great career tracks to VR customers. There is additional information below, including links and an email address for questions as well as a description of the Trainee position.

**The Federal Aviation Administration (FAA)** is conducting an outreach cycle to recruit candidates with disabilities including veterans with disabilities for the [FAA Aviation Development Program \(ADP\) \[faa.gov\]](#) to be considered for [Air Traffic Control Specialist Trainee positions \[opm.gov\]](#) at one of our ten selected facilities. You can view the list of facilities on the FAA ADP webpage. Candidates must qualify for the [Air Traffic Control Specialist position \[opm.gov\]](#) and our non-competitive hiring authority for people with disabilities (Schedule A).

Candidates can learn more about the position and upload their resume and disability documentation through our [Public Notice \[usajobs.gov\]](#) on USAJobs. The notice provides a description of the job duties for the position along with additional information about the application process. The notice will be open until March 25, 2024, and we will review candidates on a quarterly basis. All candidates will be reviewed to determine if they meet the qualifications for the position and the non-competitive hiring authority. All qualified candidates will then be contacted to complete the next steps in the ADP process which includes completing the Air Traffic Skills Assessment (ATSA).

**New Mexico: Recruiting Business Outreach Coordinators:** New Mexico is excited to announce we are hiring for 3 Business Outreach Coordinators. To apply for the position(s) and to learn more about working for State Government in New Mexico interested individuals can visit [THIS LINK \[spo.state.nm.us\]](#).

**Thank you to Michelle (IA) and Mary (NE) for sharing the videos below!**

**Michelle Krefft --- Council Bluffs IA success story.** Thank you to Shayla Stater for your work with the job candidates and this business partner- I am so proud of your dual customer approach and the impact this has had on not only your job candidates but our business partner!

[Building a diverse team \[youtu.be\]](#)

**Mary Matusiak from Nebraska shared [this video \[youtube.com\]](#) with a powerful message:**

**Exploring Summer Youth Employment Programs:** [Exploring Summer Youth Employment Programs: Increasing Access Through Career Pathways | Advance CTE \(careertech.org\) \[careertech.org\]](#)

**Leadership Roles with Company Partners:**

[Walgreens Director of Disability and AA/EEO:](#)

[Tapestry Director of Global Equity, Inclusion and Diversity:](#)

## TAP UPDATE

**Note:** It is exciting to see VR taking the lead in developing and growing the largest talent pool of candidates with disabilities on a fully accessible site. This includes inviting partners like VR&E and the ENs as well as national non-profit organizations such as the Helen Keller National Center. TAP and the NET are also included as resources on the OFCCP website. The EEOC also worked with the team to ensure that the TAP platform didn't utilize AI or algorithms that discriminate against the candidates with disabilities. Thank you to CSAVR and NET members as well as our partners at disABLEDpersons!

### **TAP Metrics as of June 23, 2023**

- Current Number of Candidates: 31,650
- Current jobs on the portal: 254,384
- Total jobs posted on TAP in June 2023: 318,612
- Job Views in June 2023: 15,357
- Job Applications total for June 2023 to date: 95
  - VR: 50
  - ENs: 25
  - VA: 20

## ARTICLES AND EVENTS OF INTEREST

[Fun Fact: Rubiks Cube World Record Holder \[msn.com\]](#)

[3 resume mistakes that could land your application in an AI hiring filter 'black hole' \[cnbc.com\]](#)

[The Woman Leading Amazon Employee Accessibility Advancement \[hr-brew.com\]](#)

**Consumer Product Safety Commission:** Noticing a lack of options on the market, the United States Consumer Product Safety Commission (CPSC) has released a [set of royalty-free stock photos \[cpsc.gov\]](#) that feature people with disabilities using common home safety devices. The organization says that it noticed a while ago that there weren't many stock photos of Americans with disabilities using common home safety devices like smoke and carbon monoxide alarms, fire extinguishers, or even flashlights. While attempting to create new materials to help spread awareness on home safety, the CPSC's social media team says they spent a lot of time looking through existing stock photo libraries and struggled to find any images of Americans using even the most common home safety devices. It was even an issue with the largest players in the space and those that are the most expensive. The CPSC realized there was a huge gap in materials available, period.

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