



ADVANCING
DISABILITY INCLUSION
& WORKFORCE
INNOVATION

Council of State Administrators of Vocational Rehabilitation

Careers and Business Relations News Brief

August 13, 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.

Announcements:

Please see updates below for details on the 2023 NET Summit. Fall 2023 CSAVR Conference Registration and Call for Papers will be announced Monday, August 14.

HIGHLIGHTS

1. [National Items of Interest](#)

- International Day of the World’s Indigenous Peoples
- US Access Board – 55th Anniversary of the Architectural Barriers Act

2. [NET and TAP Updates](#)

- NET Summit
- Walmart – NET Partnership
- Travel Unity Opportunity
- TAC-QE Learning Communities
- ACT Virtual Learning Platform Expansion
- TAP Stats

3. [Resources](#)

- ABLE Accounts – Learning Video

4. [Articles and Events of Interest](#)

- CNBC Report: Hiring People with Disabilities
- EEOC – Reasonable Accommodation
- NCD and the ADA
- 50 Years of the Rehabilitation Act – DOL Blog
- White House: Focus on Access to Public Services Online
- Accessibility – A Conversation with the Assistant Secretary of Labor (ODEP)

NATIONAL ITEMS OF INTEREST

August 9th - International Day of the World’s Indigenous Peoples, first adopted nearly 20 years ago by the United Nations General Assembly. Globally, 47% of all indigenous peoples in employment have no education, compared to 17% of their non-indigenous counterparts. This gap is even wider for women. More than 86% of indigenous peoples globally work in the informal economy, compared to 66% for their non-indigenous counterparts.

Indigenous Peoples are nearly three times as likely to be living in extreme poverty compared to their non-indigenous counterparts.

[U.S. Access Board Celebrates 55th Anniversary of the Architectural Barriers Act](#) [[access-board.gov](#)]-

On August 12, 1968, President Lyndon Johnson signed the Architectural Barriers Act (ABA) into law at his ranch in Stonewall, Texas, and remarked the next day “it is humane legislation— which had the unanimous support of both Houses of Congress. I am pleased and proud to sign it into law.” Tomorrow marks the 55th anniversary of the ABA, one of the earliest measures by Congress to address access to the built environment by requiring federal and federally leased facilities to be accessible for people with disabilities.

NET AND TAP UPDATES

NET Summit - The National Employment Team (NET) Summit will be held in Washington, D.C. on September 19th, and 20th. This includes a reception on the evening of September 19th honoring NET business and community partners as part of the 50 Year Celebration of the Rehabilitation Act of 1973 which promoted equal access for individuals with disabilities in the hiring and of programs receiving Federal funding. The first day of the Summit will provide the opportunity for NET members and Training Center Directors from VR agencies across the country to meet and share information, ideas, strategies, approaches, and employment outcomes resulting from the Dual Customer approach. The focus will be on how we build a team within our organizations, across agencies and nationally to meet the needs of both the individuals served as well as business. It also enables the NET members and Training Center Directors to share strategies that are working at the local, state, and national level as well as challenges.

September 20th will be focused on listening to business customers - what is working, what is needed and how can we work together to meet their employment needs in the future, particularly in the changing world of work? This will include a focus on DEI&A when building the talent pipeline, hiring, support services and focus on retaining employees who have acquired a disability at any point in their employment lifecycle. We currently have 14 NET Business Customers confirmed, representing a wide range of industries.

2023 NET Summit Hotel- Westin Washington DC, 1400 M Street, Washington, DC 20005

More Information [here \[csavr.org\]](https://www.jcsavr.org).

If you know you are coming and are awaiting the “official approval” please go ahead Register, we can reserve your spot and you can pay later. You can also reserve space at the hotel. With limited space we are prioritizing the attendance of NET members, VR Business Relations staff, and our Training Center teams.

Walmart Partnership Expansion - The NET is working with Walmart to expand working relationships in key locations. The NET Points of Contact have been introduced to the corporate team to recruit for the following opportunities:

As we expand our recruitment to Disabled Veterans and People with Disabilities, we have set up links for your members to apply directly to our two open positions, Resolution Coordinator, Remote Jobs, (In 26 states, see below) and Case Manager, Remote Jobs, in the following area, within a 50-mile radius of Bentonville, AR, Charlotte, NC, Dallas, TX, St Petersburg, FL.

Approved States				
Alabama	Arkansas	Arizona	Florida	Georgia
Idaho	Kansas	Kentucky	Louisiana	Maine
Maryland	Michigan	Missouri	Mississippi	Nebraska
New Mexico	North Carolina	Ohio	Oklahoma	South Carolina
Tennessee	Texas	Utah	Vermont	Virginia
Wyoming				

[An article featuring Walmart's Expansion in DEI&A \[corporate.walmart.com\]](#).

Travel Unity Opportunity - Our partners at Travel Unity have asked us to assist with recruiting for the following role:

[Development Director \(PT\) \[linkedin.com\]](#)

TAC-QE Learning Communities - Through the CSAVR-NET partnership with the TAC-QE there are Learning Communities currently in discussion. The CSAVR contractor, Harley Engelmann with the support of Kathy and Inger, are hosting four learning communities with NET members. These LCs topics areas include Business Relations Blueprint, Leadership, Policy, and Marketing. The Careers and Business Relations Chairs and TAC-QE leadership join the meetings with the team when possible. The discussion and recommendations will be shared with both VR leadership and NET members.

ACT Virtual Learning Platform Expansion - The Abilities to Careers Technical Virtual Learning Platform has increased IT learning offerings for candidates/trainees with disabilities. The ACT Platform now offers a full range of business learning as well as IT while keeping the annual cost at \$500. ACT-VLP is now a part of Skillsoft's Percipio platform which is an intelligent learning platform that delivers an immersive learning experience. It provides access to thousands of courses, videos, books, and audiobooks from the world's leading publishers. The website is designed to provide a personalized learning experience for individuals with disabilities. We meet with students to create a personalized curated career pathway. The platform offers a range of accessibility features such as multi-language, closed captioning, transcripts, and audio descriptions to make learning more accessible for everyone. ACT-VLP is in partnership with CSAVR/The NET and was funded with assistance from Microsoft. Please contact Mike Corso at Mike@disabledperson.com for a platform demonstration and or more information.

Talent Acquisition Portal (TAP) Numbers as of August 11, 2023 - 32,000 Candidates in the Portal, 423,932 Jobs Posted, 16,427 Job Views, 108 Job Applications

RESOURCES

ABLE Accounts: Video – ABLE Today recently completed “[Introduction to ABLE Accounts \[abletoday.org\]](#)”, a six-minute explainer video that includes insights on how ABLE accounts can positively help people with disabilities, and their families and caregivers. The video touches on the management of the accounts, spending ABLE funds, savings, and investment options, and working with companies offering ABLE as a workplace benefit.

ARTICLES AND EVENTS OF INTEREST

[Hiring untapped talent: Hiring workers with a disability \[youtube.com\]](#)

CNBC: Senior Personal Finance Correspondent Sharon Epperson looks at a part of the labor force that is seeing job gains.

Note: VR Recognized as a Resource for Hiring!!!

EEOC Article on Reasonable Accommodation - As an employer, you can choose whether you want to designate a specific person to handle disability-related reasonable accommodation requests. If you do, train other supervisory employees to refer the request to that person when they receive an accommodation request. When you receive an accommodation request, if necessary, clarify what the employee needs to address a disability-related limitation, and what accommodation would best suit them.

The best way to respond to an accommodation request, especially if it's unclear what accommodation is needed and why, is to ask what is the specific work-related problem confronting the individual due to having a disability. The employee may be able to provide suggestions and information to help you decide what type of reasonable accommodation is best. If both of you are unsure of what accommodation is available, consult resources, such as Job Accommodation Network, free of charge, for ideas.

For more information, visit <https://lnkd.in/eiw7VseD> [lnkd.in] or <https://askjan.org> [askjan.org]

National Council on Disability and the ADA – [Recognizing the history, journey drafting the ADA](#) [ncd.gov]

[Examining 50 Years of the Rehabilitation Act of 1973 – Section 504 | U.S. Department of Labor Blog \(dol.gov\)](#) [examining%2050%20years%20of%20the%20rehabilitation%20act%20of%201973%20-%20section%20504%20%7c%20u.s.%20department%20of%20labor%20blog%20(dol.gov)]

[FACT SHEET: Biden-Harris Administration Works to Make it Easier for People with Disabilities to Access Public Services Online](#)

[All About Accessibility: A Conversation with Taryn Mackenzie Williams, Assistant Secretary of Labor for Disability Employment Policy](#)

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