



ADVANCING
DISABILITY INCLUSION
& WORKFORCE
INNOVATION

Council of State Administrators of Vocational Rehabilitation

Careers and Business Relations News Brief

March 3, 2024



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 join CSAVR as we recognize **Women's History Month**. Women's History Month is an annual observance to highlight the contributions of women to events in history and contemporary society. Here is the link to the [Presidential Proclamation \[whitehouse.gov\]](https://www.whitehouse.gov). Library of Congress [references here \[womenshistorymonth.gov\]](https://www.loc.gov).

HIGHLIGHTS

1. National Updates

- a. CSAVR Spring Conference
- b. OSERS – RSA Webinar on IDEA and Pre-ets
- c. White House Event and NPRM on Travels with Disabilities

2. NET Updates

- a. ODEP-NET Collaboration: State Connections on Careers Created through Infrastructure Funding
- b. EARN Webinar – NET Members and Business
- c. CVS Hires and Work-based Learning Strategies
- d. Direct Interactions – WA and CA
- e. Boeing Updates
- f. Survey of State Agencies Using Paid Internship Models
- g. Survey of Young Adults who are Blind or have a Vision Loss

3. TAP Updates

- a. Statistics on Job Postings and Career Areas
- b. TAP Training

4. Articles and Features of Interest

- a. President’s Committee on People with Intellectual Disabilities meeting
- b. University of New Hampshire Annual Disability Stats Conference
- c. Most in Demand Jobs on LinkedIn
- d. Starbucks introduces new accessibility features for store workers
- e. Deaf Artist at D.C. Starbucks – Mural to Start Conversations about Inclusion and Accessibility
- f. Unlock Access: Access, Equity and Inclusion Strategy
- g. N.C. hospital sues an 18-year-old quadriplegic to make her leave.

NATIONAL UPDATES

CSAVR Spring Conference. Thank you to everyone who submitted proposals for the concurrent session at the Spring conference in April. We had a great response and difficulty selecting a limited number. We are working to highlight those who were not selected for the conference sessions, to be included in other opportunities. Session presenters will be notified this week and when confirmed, we will post the updated agenda to the CSAVR website. <https://www.csavr.org/events> [csavr.org]

OSEP and RSA Host Webinar - Beyond the IDEA and WIOA Requirements: Knowing what to expect when it matters. OSEP Director, Valerie Williams and RSA Commissioner, Dante’ Allen hosted a webinar that featured a panel highlighting the

partnership between schools and VR to raise expectations, engage families and support career planning and transition for students with disabilities. The session was recorded. This session featured a partnership in New York and Oregon. The Oregon partnership highlighted an individual who was supported by his school and both the OCB and OVR as he transitioned into a career pathway.

[Expect, Empower, Engage Resource Database | OSEP Ideas That Work \[osepideasthatwork.org\]](https://osepideasthatwork.org)

White House Convening on Protecting the Safety, Rights and Dignity of Air Travelers with Disabilities. White House Livestream [\[https://youtube.com/live/D9Y-WJLZ3Ts \[youtube.com\]\]](https://youtube.com/live/D9Y-WJLZ3Ts)

U.S. Department of Transportation – Notice of Proposed Rulemaking, Travelers who use Wheelchairs and Mobility Devices. Passengers who use wheelchairs often face accessibility barriers during air travel. In fact, more than 10,000 wheelchairs and other mobility devices are mishandled or damaged every year during air travel. In response to this, the U.S. Department of Transportation (DOT) has [issued a Notice of Proposed Rulemaking \(NPRM\) \[lnks.gd\]](#) that would dramatically expand the rights and protections of airline passengers who use wheelchairs.

NET UPDATES

ODEP – NET Collaboration state liaisons careers through infrastructure funding. ODEP reached out to make sure that VR representative from the NET were represented as a partner on a project that is focused on career opportunities that are supported through the infrastructure funding, such as transportation and alternative energy. The NET points of contact in Alabama, Arizona, Georgia, Michigan, Nevada, North Carolina, Pennsylvania and Virginia were introduced to the DOL representatives that are team leads/facilitators for the workgroups with the goal of collaborating across systems to include candidates with disabilities.

EARN Webinar: March 27th. ODEP and the EARN team reached out to invite the NET, VR agency Business Specialists and a business partner to present at an EARN Webinar on March 27. The session, titled “**Small Business Webinar - Tapping into Talent Through Community Partners**” is designed to introduce national, state and local level strategies and resources that support businesses of all sizes. This webinar will highlight the NET and Business Relations Reps from VA-B and CO-VR as well as a small business partner.

CVS Hires – Data Collection. The NET is collecting data on the hires within CVS companies across the country. The CVS Health team has new leadership who is interested in learning more about successful partnerships and how they support the company. The NET points of contact are gathering data to send to Kathy. They are also sharing examples of strategies that support career development. Hawaii shared their hires but also great examples of workplace learning strategies: 28 students and 3 adults being served by VR participated. There were 14 students who participated in Job Shadowing, four in work-based learning, seven in the Summer Youth Employment Program and three in Internships. Three adults had the opportunity to participate in paid work experiences. These opportunities contributed to career development and also resulted in hires.

Direct Interactions – WA DVR Partner. Direct Interactions, a long-time partner of WA-DVR, is a customer service and technical support company that includes work from home opportunities as well as in-person. The Department of Social and Health Services (the umbrella agency of DVR) recognized the company with the Champion of Equity Award and the Rev Dr MLK Beloved Community Award. <https://dshswa.medium.com/dshs-honors-champions-of-equity-recognizing-the-2nd-annual-rev-bac40a409f17> [dshswa.medium.com]. The company representative stated, “we are humbled to receive this award and excited to see people with disabilities included in conversations about diversity, equity, inclusion and belonging.” The company reached out to the NET and was connected to the CA-DOR representative as they expand their operations to that state. A great example of cross-state referrals and support at the national, state and local level!

NET – Boeing Expansion. The NET partnership with Boeing continues to grow. Inger is currently working with our NET POC in San Antonio, Texas and Mesa, AZ to create and deliver Disability Awareness Training. She is also assisting with their national Neurodiversity At Work project. Inger and Kathy will be working with the NET POC’s to schedule virtual Disability Awareness training that will include the company representatives from the following states: MO, SC, FL, TX and WA.

Survey of State Agencies Using Paid Internship Models. Thank you to the NET Point of Contact for NJ-VR for collecting and compiling feedback on the various strategies being used by VR agencies to support paid internships. The results were shared with the NET POCs and VR Training Center Directors.

Survey of Young Adults who are blind or have a vision loss. The University of Illinois Urbana-Champaign is conducting a survey with young adults who are blind or have a vision loss are ages 18-25 and have graduated/left high school. This request went out through NCSAB and the NET. There is additional information below and attached as well as a link for any questions, highlighted below. They have also provided templates

that you can use in a newsletter or on social media. The team at the University will be sharing their findings with us as well. Use the survey link here to share your thoughts: [survey link \(https://redcap.link/recentgradVI\)](https://redcap.link/recentgradVI)

If you would like to learn more about EMPOWER, use this link: [EMPOWER website](#)

TAP UPDATES

Top (10) states streaming 10,000 plus career opportunities on TAP are:

Texas 25,493

California 22,160

Florida 16,454

Pennsylvania 13,546

Georgia 12,187

Ohio 12,161

New York 11,987

Illinois 11,221

Massachusetts 10,839

Virginia 10,749

Top five career areas posting employment opportunities:

Education - 2,256

Sales - 1,258

Construction - 998

Manufacturing - 954

Other categories - 213,106

TAP Training. Inger continues to work with the VR agencies to provide consultation, training and utilization strategy development on TAP. Inger & Mike Corso, our technical partner on TAP, met with MD Blind this week and are working to develop training and utilization strategies for the portal. Kathy and Mike are working with business customers. There has been an increased interest from business, particularly those who

are federal contractors as well as those who are working to expand their DEI&A outreach.

ARTICLES AND FEATURES OF INTEREST

[President's Committee on People with Intellectual Disabilities meeting \[acl.gov\]](#)

University of New Hampshire Annual Disability Stats Conference: [Register now for the 2024 Annual Disability Statistics Conference! \(mailchi.mp\) \[mailchi.mp\]](#)

[OFCCP Releases New VEVRAA Resources \[ofccp%20releases%20new%20vevraa%20resources%20\(for%20veterans\)%20\(govdelivery.com\)\]](#)

[Most in Demand Jobs on LinkedIn \[linkedin.com\]](#)

[Starbucks introduces new accessibility features for store workers \[trib.al\]](#)

[Deaf Artist at D.C. Starbucks – Mural to Start Conversations about Inclusion and Accessibility \[stories.starbucks.com\]](#)

[Unlock Access: Access, Equity and Inclusion Strategy \[zc.vg\]](#)

[N.C. hospital sues an 18-year-old quadriplegic to make her leave \[npr.org\]](#)

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