



ADVANCING
DISABILITY INCLUSION
& WORKFORCE
INNOVATION

Council of State Administrators of Vocational Rehabilitation

Careers and Business Relations News Brief

December 3, 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

1. National Items of Interest

- a. **International Day of Persons with Disabilities**
- b. **DiversityComm Highlights the CSAVR Conference and the NET Summit**

2. Net Updates and Career Opportunities

- a. **NET Hosts Federal Partner Virtual Information Sessions**
- b. **National Park Service Opportunities**
- c. **TAC-QE and NET Partner on Learning Communities**
- d. **Windmills Train the Trainer Sessions – January 2024**
- e. **Applications Open for NextGen Program with DisabilityIN**

3. Articles and Events of Interest

- a. **nTIDE Monthly Report**
- b. **Disability Statistics**
- c. **NCD Report**
- d. **Envisionus Art Gallery**
- e. **Disability Scoop – Articles on Sheltered Work and SSI Asset Limits**
- f. **Subminimum Wage: A Tale of Policy Failure and... Social Entrepreneurship?**
- g. **International Labour Organization (ILO): Guide for business on the rights of persons with disabilities**

4. [Fun Sports Facts – Football Links to the Deaf Community](#)

National Items of Interest

International Day of Persons with Disabilities is celebrated annually on December 3rd. It is an international observance that has been promoted by the United Nations since 1992.

<https://www.un.org/en/observances/day-of-persons-with-disabilities>
[un.org]

On December 3rd, the United Nations (UN) will celebrate the [International Day of Persons with Disabilities \[click.icptrack.com\]](#) with the theme "United in action to rescue and achieve the Sustainable Development Goals for, with, and by persons with disabilities." In 2015, the UN identified [17 goals to transform the world for people with disabilities \[click.icptrack.com\]](#), including reducing poverty, improving health and well-being, ensuring access to quality education and work, and much more. This year, the UN hosted a panel discussion on December 1st to discuss progress toward the goals and call for re-energized efforts to make the Sustainable Development Goals a reality for people with disabilities.

DiversityComm Article Highlights the CSAVR Conference and NET Summit. This been posted to the DIVERSEability Community on DiversityComm: <https://diversitycomm.net/diverseability-community/csavr-conference-celebrating-the-rehabilitation-act-of-1973/>
[diversitycomm.net]

These links will be added so that readers can read about the individual VR customers and how to purchase copies of their books.

Lorenzo Brown, Executive Director, The Is-Able Center

www.isable.org [isable.org]

<http://www.lorenzotbrown76.com/products> [lorenzotbrown76.com]

Cindy Otis, Author, and Small Business Owner

The Stacks Bookstore

<https://cindyotis.com> [cindyotis.com]

www.thestacksbookstore.com [thestacksbookstore.com]

NET Updates and Career Opportunities

NET Federal Partners Virtual Information Sessions -

December 5th – Homeland Security: Customers and Border Protection

December 7th – National Park Service

These sessions will be recorded and posted on the CSAVR-NET site on YesLMS. The sessions will be both captioned and ASL interpreted. Accessible PPTs and materials will be available.

Invitation from the U.S. Agency for International Development's (USAID). The Bureau for Humanitarian Assistance (BHA) is hosting a virtual and in-person event focused on learning more about the organization and demystifying the hiring process. The session will include a focus on understanding the different ways to get hired, completing the application process, resume tips, and clarifying the various steps in BHA's hiring process. Link [to register \[usaid.zoomgov.com\]](https://usaid.zoomgov.com) and [complete this brief \[forms.gle\]](#) form to participate in USAID/BHA's Get Hired!: Demystifying the Hiring Process Hybrid event on Wednesday, December 6th.

ASL Interpreters will be provided. If you require a reasonable accommodation, please contact reasonableaccommodations@usaid.gov.

National Park Service Opportunities. For those of you who attended the NET Summit in September, you heard from Sara Ryndfleisz with the

National Park Service as part of the Federal Partners Panel. As you know from the "save the date" announcement, she will also be presenting to the NET on Thursday, December 7th. Sara is sharing the opportunities with the National Park Service below. She has also shared a link highlighting Tips to Writing an Effective Federal Resume, captioning is available.

Visual Information Specialist, Colorado, California, [USAJOBS - Job Announcement \[usajobs.gov\]](#)

Visual Information Specialist, Idaho, Wyoming, Open to Career Transition AND the public, all US Citizens.
<https://www.usajobs.gov/job/762286500> [usajobs.gov]

Facility Management Systems Specialist, See 'This job is open to' for hiring authority eligibility. [USAJOBS - Job Announcement \[usajobs.gov\]](#)

Biological Science Technician Roles:

[Biological Science Technician \(Plants\), GS-0404-5 South Group 2 & 3 Parks \[usajobs.gov\]](#) Arizona, New Mexico, HandShake: Job #8445203

[Biological Science Technician \(Fisheries\), GS-0404-6/7 All Parks \[usajobs.gov\]](#) Arizona, Colorado, Montana, HandShake: Job #8445255

[Biological Science Technician \(Plants\), GS-6/7 Group 2 & 3 Parks \[usajobs.gov\]](#) Arizona, Colorado, Handshake: Job #8444498

[Biological Science Technician \(Plants\), GS-0404-5 North Group 2 & 3 P \[usajobs.gov\]](#) Colorado, Handshake: Job #8445152

[Biological Science Technician \(Fisheries\), GS-0404-5 All Parks \[usajobs.gov\]](#) Arizona, Montana, Wyoming, Handshake: Job #8447921

[Biotech \(Plants\) - GS 4/5 \[usajobs.gov\]](#) California

[Biotech \(Plants\) - GS 6/7 \[usajobs.gov\]](#) California

Candidates should have a qualifying federal resume or use the following resume builder:

[Writing an Effective Federal Resume \[doi.gov\]](#).

[Tips to Write an Effective Federal Resume \[youtube.com\]](#).

For our University and College partners, these are posted to the Handshake Network.

NET-TAC QE Collaboration. The VRTAC-QE asked the CSAVR-NET to lead a national Learning Community (LC) focused on developing a VR Business Relations Blueprint. Harley Engelmann is the CSAVR-NET lead. The LC was established in May 2023 with a targeted completion date of April 2024. 18 VR professionals were selected from applicants representing a cross-section of State VR agencies (SVRAs). They are collaborating on three respective work groups. The work groups objectives are aligned with the CSAVR objectives. The work groups are:

1. Leadership/Structure
2. Effective Policies/Best Practices
3. Branding/Messaging

The output of this LC will help inform and shape the effective delivery of services to business and enhance quality employment outcomes under the dual customer approach. The LC will generate a report to the CSAVR Career and Business Relations Committee for distribution to CSAVR and NET members.

The report will provide SVRA directors with a snapshot of the status, structure, operational approach, and branding of SVRA business service units across the country.

Windmills Train the Trainer: *Four-Part Series*, January 16, 18, 23 and 25 2024.

Each day is a consecutive 4 hr. session with interactive activities and breaks.

For Additional Details and To Register click the link below.

[https://www.uacurrents.org/RegistrationSystem/Register?m=2tu\[uacurrents.org\]](https://www.uacurrents.org/RegistrationSystem/Register?m=2tu[uacurrents.org])

CSAVR/NET – DisabilityIN Collaboration NextGen Leaders Program.

Disability: IN has been a collaborator with the VR-NET on the NextGen

Leadership program for several years. The goal is to support the participation of VR candidates and their employment outcomes. [The Disability:IN NextGen Leaders Program \[disabilityin.org\]](https://disabilityin.org) is a six-month virtual mentoring program for college students and recent graduates with disabilities that is free to participating mentees. Participants are matched one-on-one with mentors from Disability:IN Corporate Partners like Google, Walmart, Microsoft, Northrup Grumman, and Pfizer. Candidates from the Virtual Mentoring Program can apply to participate in the NextGen Talent Accelerator which includes attendance at the Disability:IN conference. The details of both programs and the cost for the NextGen Talent Accelerator are provided below.

The NextGen Leadership Program has 2 components:

Free Virtual Mentoring Program:

- Meet virtually twice a month for six months with a corporate mentor.
- Participate in monthly professional development webinars.
- Receive notifications of various job opportunities with corporate partners throughout the year via a Job Opportunity Digest.
- Attend annual Internship Showcase where top companies supply information and answer questions on how to obtain internships.

NextGen Talent Accelerator:

- Build NextGen Leaders' professional skills for the private employment sector.
- Help businesses find talented individuals with disabilities to hire.
- Secure interview and networking opportunities with [Disability:IN Corporate Partners \[disabilityin.org\]](https://disabilityin.org)
- Collaborate with other NextGen Leaders as part of the Innovation Lab design competition.
- Increase NextGen Leader confidence as job and internship seekers.

Results from the 2023 NextGen Leadership Class – VR Candidates-

2023 NextGen Leadership class was the largest ever with 384 participants – 103 of whom indicated they have a VR counselor. Additionally, 22 of our NextGen Leaders who work with a VR counselor were selected to participate in the NextGen Talent Accelerator which was an in-person, immersive

development program that took place at the Disability:IN Global Conference & Expo. 12 VR candidates gained employment since they participated in the NextGen Leadership Program.

In 2024, NextGen Leaders can apply to attend the Disability: IN 2024 Conference on July 13-18 in Las Vegas, NV. If accepted, there is a **\$3000 fee for conference for Vocational Rehabilitation participants**, this assists with offsetting some of the cost of the program. This amount includes the cost to participate in the conference including all meals, accessibility features and reasonable accommodations, as well as five nights hotel lodging and ground transportation.

2024 NextGen Applications are open now until January 12, 2024:
<https://disabilityin.tfaforms.net/5025160> [disabilityin.tfaforms.net]

Articles of Interest

nTIDE Monthly Report – Employment Trends for Veterans with Disabilities <https://mailchi.mp/unh/read-the-latest-ntide-deeper-dive-report-for-november-2023?e=ca3066e15f> [mailchi.mp]

Annual Disability Statistics Conference – in person and virtual:
<https://mailchi.mp/unh/save-the-date-2024-annual-disability-statistics-conference?e=ca3066e15f> [mailchi.mp]

Envisionus Art Gallery – Art Gallery Made By and For Artists with Vision Loss <https://www.envisionus.com/envision-art-gallery-and-community-engagement-center> [envisionus.com]

Disability Scoop – Articles on Sheltered Work and SSI Asset Limits

<https://www.disabilityscoop.com/2023/11/02/justice-department-warns-sheltered-workshops-may-violate-ada/30614/> [disabilityscoop.com]

<https://www.disabilityscoop.com/2023/11/27/congress-urged-to-update-ssi-asset-limits/> [disabilityscoop.com]

Subminimum Wage: A Tale of Policy Failure and... Social Entrepreneurship?

<https://nlawcrdj.medium.com/subminimum-wage-a-tale-of-policy-failure-and-social-entrepreneurship-4fb736a72664> [nlawcrdj.medium.com]

International Labour Organization (ILO): Guide for business on the rights of persons with disabilities -

https://www.ilo.org/global/topics/disability-and-work/WCMS_633424/lang-en/index.htm [ilo.org]

Fun Sports Fact

Football and the Links to the Deaf Community. The football huddle was an accommodation developed at Gallaudet University. In 1894, the Gallaudet football team was playing against another deaf team. Paul Hubbard, the quarterback, didn't want to risk the other team seeing him use American Sign Language (ASL) to explain the play to his teammates, so he asked them to form a tight circle formation, now known as a huddle.

In the football game between the Dallas Cowboys and the Seattle Seahawks on November 30th we saw DK Metcalf, a wide receiver for the Seahawks signing in the end zone after completing a touchdown. He has been taking ASL. Metcalf shared that after being penalized for comments he made verbally; he is switching to sign language.

<https://nypost.com/2023/11/30/sports/dk-metcalf-trolls-cowboys-in-sign-language-after-ridiculously-fast-td/> [nypost.com]

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