



ADVANCING
DISABILITY INCLUSION
& WORKFORCE
INNOVATION

Council of State Administrators of Vocational Rehabilitation

Careers and Business Relations News Brief

April 8, 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:

Whether you celebrate Easter, Passover or Ramadan we wish you, your family and friends a joyous celebration.

We look forward to seeing many of you next week at the CSAVR Spring Conference in Bethesda, MD. Thank you to our partners at the Technical Assistance Centers, NCSAB and RSA for their collaboration and all our VR agencies that will be sharing their insights, strategies, and practices. CSAVR staff will be away from the office next week, returning on April 24th. The next CSAVR National News Brief will come out the weekend of April 29- 30, 2023. Safe travel to all!

HIGHLIGHTS

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

NATIONAL ITEMS OF INTEREST

U.S. Access Board Webinar: Accessible Exterior Routes and Surfaces - People who use mobility devices and canes access buildings and facilities by traversing accessible routes and ground surfaces at the site arrival to the entrance. These exterior routes and surfaces must comply with technical requirements in the [Americans with Disabilities Act \(ADA\)](#) and the [Architectural Barriers Act \(ABA\) Standards](#). The next webinar in the U.S. Access Board's free monthly series will take place **May 4** from **2:30 – 4:00 (ET)** and address the ADA and ABA Accessibility Standards for exterior routes and surfaces, including the differences between accessible routes for building sites, outdoor recreation areas, trails, and beaches. Additionally, Board Accessibility Specialists will share information on the concepts of stable, firm, and slip resistant surfaces in the outdoor environment, as well as review playground surfaces.

Visit Great Lakes ADA Center's [Accessible Exterior Routes and Surfaces webinar webpage](#) for more information or to register. All webinars include video remote interpreting (VRI) and real-time captioning. Questions can be submitted in advance of the session or can be posed during the live webinar. Webinar attendees can earn continuing education credits. The webinar series is hosted by the [ADA National Network](#) in cooperation with the Board. [Archived copies](#) of previous Board webinars are available on the site.

General Services Administration Publishes Section 508 Program Maturity Reports - General Services Administration (GSA) recently published Section 508 Program Maturity Reports (PMR) from 2019 – 2022 on [Section508.gov](#). Federal agencies are required to report to the Office of Management and Budget (OMB) twice per year on their Section 508 program maturity and effectiveness. The PMR include compliance with the [U.S. Access Board's Section 508 Standards](#), development of measures for progress, and implementation of regular assessments. The PMR helps to ensure the accessibility of information and communication technology (ICT) in the federal government.

GSA's Government-wide IT Accessibility Program analyzes the agency reporting and compiles the data to identify ways to increase collaboration across agencies, reduce redundancies, and develop solutions to improve the management of government accessibility programs. Executive summary reports, along with a companion supplemental report, are provided to OMB, the Board, and Chief Information Officers Council Accessibility Community of Practice.

The Board provides free technical assistance on accessible ICT at 508@access-board.gov. The Board also provides [Section 508 resources](#) and a [Section 508 Webinar Series](#), which includes [archived Section 508 webinars](#).

Administration for Community Living Issues Grant Opportunity on Universal Access to Information and Communication Technology - Administration for Community Living (ACL) has published a [grants notice](#) to fund a Rehabilitation Engineering Research Center (RERC) that addresses the universal accessibility and usability of information and communication technology (ICT) for people with disabilities. The purpose of this RERC is to conduct research and development that ensure accessibility standards are met or exceeded for ICT, promote availability and usability of individualized ICT configurations for people with disabilities, and identify barriers to sustainable innovations that provide universal access to ICT. The grant will have a 60-month project period, requiring five 12-month budget periods.

Grant applications are due **June 05, 2023** via electronic submission. Eligible applicants, details about the grant, and other information can be found on [Grants.gov](#).

The [RERC program](#) is part of ACL's [National Institute on Disability, Independent Living, and Rehabilitation Research \(NIDILRR\)](#), the federal government's primary disability research organization. NIDILRR's mission is to generate new knowledge and to promote its effective use to improve the abilities of individuals with disabilities to perform activities of their choice in the community, and to expand society's capacity to provide full opportunities and accommodations for its citizens with disabilities.

In support of this mission, NIDILRR sponsors RERCs to address the barriers confronted by people with disabilities and improve the effectiveness of services authorized under the Rehabilitation Act. RERCs also demonstrate and evaluate technologies, facilitate service delivery system changes, stimulate the production and distribution of new technologies and equipment in the private sector, and provide training opportunities.

NET UPDATES

United States Postal Service (USPS) -The NET is developing a national partnership with the Post Office. USPS has several career opportunities but is a separate personnel system from OPM. In a meeting with them they explained changes in their process and will be working with the NET to connect hiring at their headquarters as well as across the country where they have fifty local HR teams. One point of clarification - they do not use Schedule A. There is information below and a link to learn more about careers, search for jobs, how to apply and take an exam.

There are four entrance exams, which are non-proctored. You can provide support to candidates taking the exams. The exams are each about an hour in length. There are fifty local HR teams – we will be working on making connections with NET members across the country.

In addition to recruiting via the website, they will be interested in participating in any local area recruitment events or job/career fairs. <https://about.usps.com/careers/how-to-apply/>

Personnel Handbook that includes reasonable accommodations:
https://about.usps.com/manuals/elm/html/elmc3_toc.htm.

Please let Kathy know if you have any questions. Updates will be provided as the NET partnership develops.

U.S. Department of State: Intern from Anywhere! Virtual Student Federal Service Internship Information Session –

Event Date: April 18, 2023, 12:00pm - 1:00pm (GMT-08:00) Pacific Time (US & Canada)

Event Description: Calling all students from rising college freshmen to Ph.D. candidates! Looking for a flexible and remote internship option to gain experience? Want to be a part of projects that advance U.S. foreign policy?

Join us for a virtual information session on the U.S. Department of State's Virtual Student Federal Service (VSFS) Internship Program and learn about the wide range of experiences you can gain from working as a virtual intern. We will discuss program details, eligibility, and application tips, AND you will hear from current VSFS interns about their experiences in the program!

Click the [register button](#) to Join Our Talent Network.

CSAVR Careers and Business Relations Committee Panel Discussion / Q&A Braiding Business Relations and VR Career Planning Efforts to Get Agency Results - Join the discussion on how Business Relations efforts across the country are actively collaborating with the VR side of the house early in the VR process to:

- Lighten the workload for vocational rehabilitation staff.
- Facilitate strong and focused career pathways for the VR customer.
- Support more employment outcomes and higher earnings, with a career focus and opportunities for future promotion – meeting the VR mission.

Audience: VR Agency Directors and Leadership

Date: May 15th, 2023

Start Time: 11:00AM Pacific/2:00 PM Eastern – 1.5 hours.

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:

Jane Elizabeth Burdeshaw, Commissioner, AL-C

Michael MacKillop, Executive Director, WA-B

The zoom link will be sent to Directors and NET members along with the flyer.

Windmills Train the Trainer Virtual Session: SAVE the DATE - Based on your feedback, CSAVR will be working Milt Wright & Associates to host another virtual Windmills Train the Trainer series. Save the dates: **June 6,8,13 and 15**. More details and the link to register will go out after the CSAVR conference.

TAP UPDATE

As of April 6th

Scheduled TAP Training with Louisiana team at the end of April.

TAP Candidate Applications: Twenty-three applications and the majority are from State VR (15) with Tennessee highest at (7), TTW EN (7), and VA VR&E (1).

New Candidates as of April 6, 2023: State VR (24), TTW EN (13), and VA VR&E (2) for a total of thirty-nine new candidates this month.

March 2023 Report

551,161 Jobs Posted

25,208 Jobs Viewed (Second highest in the last year)

187 Job Applications

As of April 6, 2023

112,611 Jobs Posted

3,227 Jobs Viewed

23 Job Applications

State/Entity	New Candidates	Applications
California	3	2
Florida - B	1	0
Florida- G	1	0
Michigan-G	1	3
Missouri-G	2	0
North Carolina -G	1	0
Oklahoma	1	0
South Carolina-G	1	0
Tennessee	11	7
Texas	2	3
Washington-B	1	0
Total State VR	24	15
VA VR&E	2	1
TTW EN	13	7

ARTICLES AND EVENTS OF INTEREST

Dimensions of Diversity Model: <https://equity--at--work-com.cdn.ampproject.org/c/s/equity-at-work.com/theequityatworkblog/diversity-is-race-and-gender-and-so-much-more?format=amp>

Reuters: [Comment: 1.2 billion people have a disability. So why are they left out of the ESG conversation?](#)

Event: Alabama – Invitation to Retaining Employees with Disabilities through Workplace Accommodations Webinar

We would like to invite you to join rehabilitation professionals from the Alabama Department of Rehabilitation Services (ADRS) for a discussion on how the use of assistive technology and workplace accommodations can help retain employees with disabilities.

The direct link to apply is provided below. The intended audience for this webinar is employers, employees with disabilities, and rehabilitation professionals. Please share with your employers, workforce groups, and others who you feel might benefit from attending in your areas.

Date: April 19th, 2023

Time 12:00 PM – 1:00 PM

Location: Zoom

In this session you will be introduced to ADRS' highly effective job retention program known as RAVE. RAVE (retaining a valued employee) is a no cost, Vocational Rehabilitation service for employers that helps better manage disability in the workplace, lower disability-related costs, and retain valued employees whose job performance is impacted by illness, injury, or disability. Learn how your company can work with a business relations consultant and a rehabilitation engineer to help determine the right accommodation for your employees to be successful in their roles!

Lastly, hear from Alabama's AT Act director on services available through the federally funded program which aims to expand assistive technology services in the state. Learn about their APT AT projects such as device loans for trial before you buy, device demonstrations to help you make informed decisions, and training for professional development. Let's discuss how your organization can partner with APT AT to develop and expand your assistive technology implementation services.

It is our hope that this informational webinar will encourage you to work with the Alabama Department of Rehabilitation Services by utilizing the services and resources available to help retain your employees with disabilities. This is an introductory session and additional training is available upon request.

To Register: <https://rehabalabama.zoom.us/meeting/register/tZclcOqrqTMoEtTuejQ7z5-fbUbXyDLdKmS9>

Live captioning will be available. If you have any questions or require additional accommodations, please contact Cassie Shropshire at cassie.shropshire@rehab.alabama.gov

ASL App – Disney+ and Netflix: There is now a Chrome extension that provides ASL Interpreting for movies on Disney+ and Netflix. It is called "SignUp Captions" and it is free. The interpreters are Deaf actors/entertainers. They are constantly expanding their library and you can even request a movie that isn't there yet. There are currently about 60 movies available including Coco, The Incredibles, Black Panther, Frozen, Up, Zootopia, and more. Here's a link to their page on the chrome web store: <https://chrome.google.com/webstore/detail/signup-sign-language-for/gblbjbhbfagdcolenjhdoadbjbjoom>.

Blindness and Glaucoma Webinar: Friday, June 16, 12:00PM ET

Please join **Accessible Pharmacy Services** as we discuss blindness and glaucoma with expert presenters:

Elena Sturman - President & Chief Executive Officer of The Glaucoma Foundation

Dr. Aakriti Shukla, MD - Assistant Professor of Ophthalmology at Columbia University Medical Center.

This free webinar will have captioning and a live ASL interpreter.

To read more and register: [Blindness and Glaucoma Webinar - Welcome to Accessible Pharmacy Services](#)

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