



ADVANCING
DISABILITY INCLUSION
& WORKFORCE
INNOVATION

Council of State Administrators of Vocational Rehabilitation

Careers and Business Relations News Brief

June 16, 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:

Happy Father's Day the CSAVR staff send our best wishes to all the fathers and those who celebrate the holiday. Father's Day is an annual holiday honoring people's fathers and celebrating fatherhood, paternal bonds, and the influence of fathers in society. It was first proposed by Sonora Smart Dodd of Spokane, Washington, in 1909. It is currently celebrated in the United States annually on the third Sunday in June.

Juneteenth is the oldest-known celebration marking the end of slavery in the United States, first recognized by the state of Texas. It is also known as "Freedom Day," "Juneteenth National Independence Day," or "Emancipation Day." Juneteenth is a

Federal Holiday and the CSAVR office will be closed as we recognize the importance of this time in the history of our country.

“Now I’ve been free, I know what a dreadful condition slavery is. I have seen hundreds of escaped slaves, but I never saw one who was willing to go back and be a slave.” –Harriet Tubman (1820–1913).

HIGHLIGHTS

1. National Updates

White House Observes 25th Anniversary of Olmstead Act

2. NET Updates

National ADA Symposium

Learning Community on Business Services

Survey of Business Relations in VR

McLane Partnership

ACCESS Board Opportunity

WOTC Update

3. TAP Updates

Statistics for June

Training and Development

4. Informational Sessions

Beyond Compliance Supporting the Success of People with Disabilities in the STEM Workforce

Employment and the Gig Economy

5. Articles and Features of Interest

nTIDE Report for May 2024

Jump in Disability Discrimination Complaints in School

Companies Are Trading Degree and Experience Requirements for a Brilliant Alternative

OFCCP - VEVRAA Updates

NATIONAL UPDATES

White House Observes 25th Anniversary of the Olmstead Act - You are cordially invited to attend the White House *Olmstead* [whitehouse.us1.list-manage.com] 25th Anniversary Observance. Following a film screening of "[Take Me Home](https://whitehouse.us1.list-manage.com) [whitehouse.us1.list-manage.com]," we invite you to join us for a conversation with advocates and senior Biden-Harris Administration leaders:

- Danté Allen, Commissioner, Rehabilitative Services Administration
- Margarita Baquero, Trusted Disability Champion, ENDependence Center of Northern Virginia
- Tony Coelho, Principal Author of the Americans with Disabilities Act
- Bryan Dooley, Community Inclusion Specialist, Solutions for Independence
- Jill Jacobs, Executive Director, National Association of the Councils on Developmental Disabilities
- Emmanuel Jenkins, Vice Chair and Community Relations Officer for Delaware Developmental Disabilities Council
- Nicole Jorwic, Chief of Advocacy and Campaigns, Caring Across Generations
- Chris Jorwic, Home and Community-Based Services User and Advocate
- Jennifer Mathis, Deputy Assistant Attorney General, Civil Rights Division, U.S. Department of Justice
- Kevin Nuñez, Vice Chair, New Jersey Developmental Disabilities Council
- Tom Perez, Senior Advisor and Assistant to the President, and Director of the White House Office of Intergovernmental Affairs
- Liz Sargent, Director, *Take Me Home*
- Anna Sargent, Actress, *Take Me Home*
- Gene Sperling, Senior Advisor to the President and White House American Rescue Plan Coordinator

When: Tuesday, June 18 at 1:45-3 PM ET.

Where: <https://youtube.com/live/EYsDx5ogzLc> [whitehouse.us1.list-manage.com]

ASL will be provided. Access captions via StreamText when the event begins using this link: <https://www.streamtext.net/player?event=BIS-WHO-7128848> [whitehouse.us1.list-manage.com]. All are welcome!

NET UPDATES

National ADA Symposium - The National ADA Symposium is an annual conference on the Americans with Disabilities Act and disability-related laws. This comprehensive conference provides the latest information on all areas of the ADA, including regulations and guidelines, implementation strategies, and best practices. It was hosted by the Great Plains ADA in Minneapolis, MN this past week:

<https://gpadacenter.org/national-ada-symposium/> [gpadacenter.org]

Several VR staff, national and community partners were among the 700 attendees. Kathy joined Leah Lobato, the NET point of contact for Utah to present a session titled - *Resources & Dual Customer Support in Hiring & Retention -The National Employment Team (The NET)*. The Iowa team with Michelle Krefft and Vickie Sible presented a session: *How Public VR Can Help Navigate Disability Employment Issues*. The Utah team with Leah and Jana Burke also presented a session: *Business Benefits of Disability Inclusion*.

The Minnesota team was well recognized. They have collaborated with other state and local partners to advance diversity and equal opportunity. Congratulations to both VR agencies in MN!

The Learning Community on Business Services - This LC was supported by the TAC-QE and CSAVR, coordinated by Harley Engelman. Thank you to Harley and the representatives from the various VR agencies, you will see them listed in the report. This report covers the work of the LC in three key areas – 1) Leadership Structure; 2) Effective Policies and Practices and 3) Branding and Messaging. The report has been shared with NET members.

Business Relations in VR - CSAVR and the NET worked with Allison Levine, Ph.D. an Assistant Professor at the University of Iowa to conduct a survey that included questions on several areas related to the Business Relations staff in your agency, including job requirements, pay equivalent, performance measures, etc. Thank you to those who responded! That report is available and was shared with NET members.

McLane Partnership - Jennifer Clouse, the Diversity, Equity, and Inclusion Manager of McLane Company, Inc. is a longtime NET partner, a SRC member in Texas and has presented at CSAVR conferences regarding careers and the work with VR. She hosted a group of Interns who were job shadowing her and invited Kathy to present information on the work of VR and the NET. We appreciate the partnership and the opportunity to introduce the VR program and business services to future employees in business and HR!

ACCESS Board: Supervisory IT Program Manager - [USAJOBS - Job Announcement](#) [usajobs.gov]

Work Opportunity Tax Credit (WOTC) Update - TEGL 16-20, Change 1- Updated Work Opportunity Tax Credit (WOTC) Procedural Guidance has been added to the ETA Advisory database and is now available at [TEGL 16-20, CHANGE 1 | U.S. Department of Labor \(dol.gov\) \[lnks.gd\]](https://www.dhs.gov/tegl-16-20-change-1).

TAP UPDATES

Talent Acquisition Portal (TAP)- We are excited to continue to see the increase request from states on how they can better utilize TAP. Inger is taking the lead on developing utilization strategies and assisting VR staff with training and implementation. As we have stated before, the portal is a product of collaboration between CSAVR-The NET, State VR Agencies (SVRA), disABLEDperson and both our business and individual customers. Business is actively using the portal to source talent and the candidates are actively seeking career opportunities and using TAP to access real time labor market information. With the increase utilization by SVRA's, our partners at Veteran Readiness Employment (VR&E) and EN's, TAP is quickly growing to be a national talent resource tool for businesses to source talented individuals with disabilities. If you would like additional information, please contact Kathy West-Evans Director of Business Relations or Inger Neal Business Relations Consultant.

As you can see from the chart below Texas General is leading the nation with new candidates and applications. However, California is leading with the most active candidates. We must also recognize that Oregon General made it to the chart this week in 2nd place with 11 new candidates added as of June 14th. We also recognize Florida Blind for continuing to be in the top 5 agencies for utilizing and supporting active candidates in TAP!

State	New Candidate	Applications	Active Candidates
Texas (G)	44	26	563
Oregon (G)	11	0	142
Michigan (G)	10	7	1078
California	9	10	2640
Florida (B)	8	10	1085

INFORMATIONAL SESSIONS

[Beyond Compliance Promoting the Success of People with Disabilities in the STEM Workforce | National Academies \[nationalacademies.org\]](https://www.nationalacademies.org/workforce)

[Employment and The Gig Economy \[ncrtm.us13.list-manage.com\]](https://ncrtm.us13.list-manage.com) (National Center on Self-Employment, Business Ownership, and Telecommuting). **Target Audience:** VR administrators, VR counselors, service providers, individuals with disabilities, and family members.

ARTICLES AND FEATURES OF INTEREST

nTIDE Report – May 2024 East Hanover, NJ – June 7, 2024 – May job numbers showed gains for people with disabilities, who continue to engage with the labor market at historic levels, according to today’s National Trends in Disability Employment – [semi-monthly update \[researchondisability.org\]](https://researchondisability.org) (nTIDE), issued by Kessler Foundation and the University of New Hampshire’s Institute on Disability. Increases in both labor force participation and employment indicate that people with disabilities are not only striving to work but succeeding in finding jobs. Both indicators remained flat for people without disabilities.

Jump in Disability Discrimination Complaints in Schools [\[disabilityscoop.com\]](https://disabilityscoop.com)

Companies Are Trading Degree and Experience Requirements for a Brilliant Alternative - [\[msn.com\]](https://msn.com) This article focuses on how businesses are moving away from traditional interviews, requiring degrees and years of experience. They are now looking for the candidate that has the skills and abilities to do the job. This is a quote from the article *“Dig into what you really need and seek to discover candidates who have the skills, knowledge, and traits that will lead to success in the role and within your organization. Finding the right candidate isn't easy, and it will take more work to uncover true potential than simply requiring a set number of years of experience. But if you do it right, it will give you a leg up on discovering the best staff who haven't just done the job but are great for the job.”*

Vietnam Era Veterans’ Readjustment Assistance Act Updates - OFCCP continues to release new resources to help contractors understand their obligations under VEVRAA. Published today is a [new example \[inks.gd\]](https://inks.gd) illustrating the use of the VEVRAA national benchmark, which is a yardstick contractors use to measure their progress toward achieving equal employment opportunity for protected veterans. OFCCP also published an updated [VEVRAA Affirmative Action Program \(AAP\) sample \[inks.gd\]](https://inks.gd). The update includes additional information for contractors on how to use the hiring benchmark effectively to monitor their veteran hiring and recruitment efforts.

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