



LMI and the VR Process

Putting the Pieces Together for Successful Employment Outcomes

Module 3: Informed Choice and Cultural Considerations



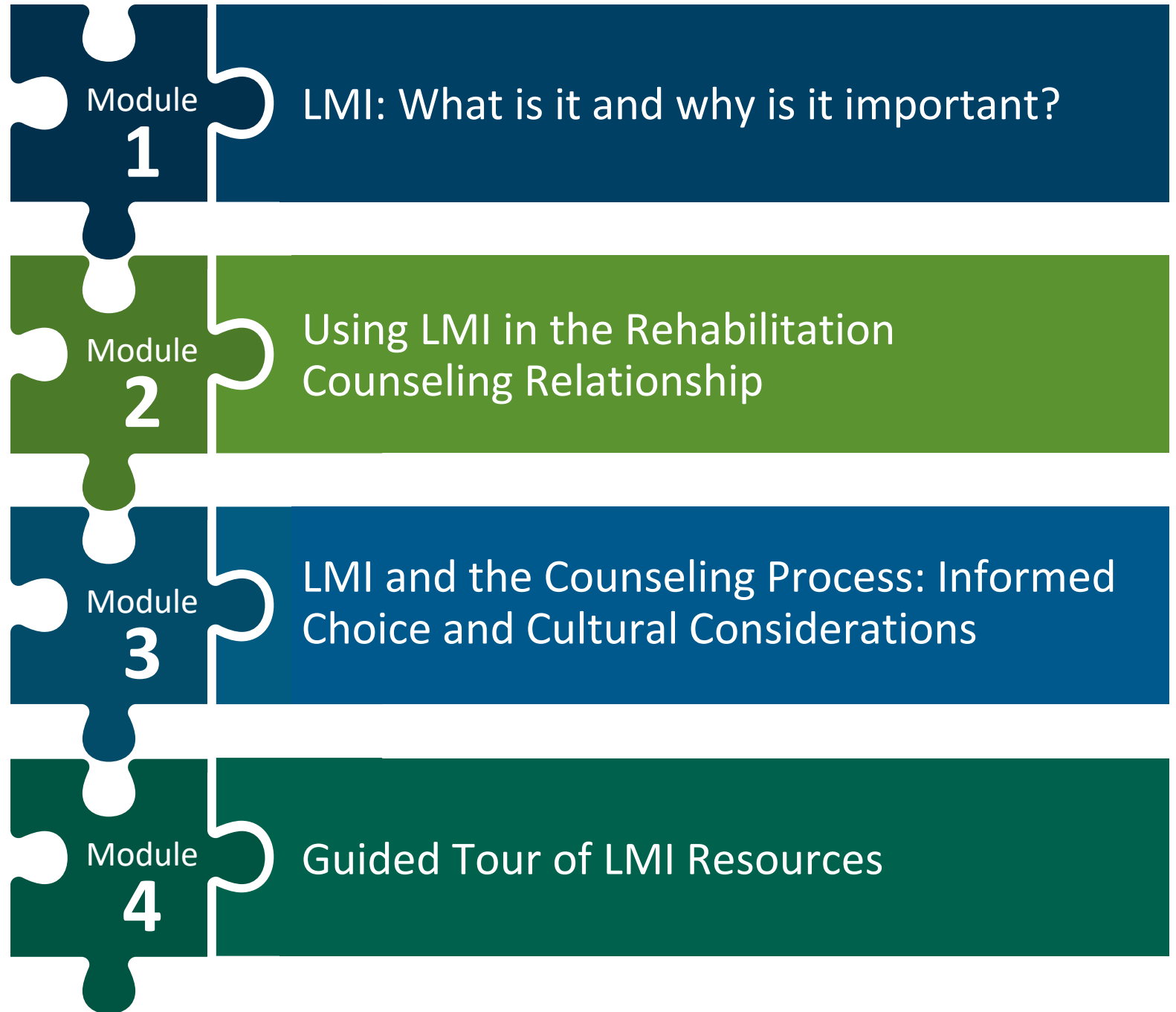


Acknowledgement & Disclaimer

The contents of this presentation were developed with support from the Center for Innovative Training in Vocational Rehabilitation (CIT-VR) funded by (CFDA: 84.263C) through the U.S. Department of Education, Office of Special Education and Rehabilitation Services (OSERS), Rehabilitation Services Administration (RSA).

Opinions expressed herein do not necessarily reflect the position or policy of the U.S. Department of Education and no official endorsement should be inferred.

Putting the Pieces Together





Learning Objectives (Module 3)

To increase knowledge and skills by:

Utilize

Utilizing informed choice concepts for jobseekers with disabilities that improve outcomes for competitive integrated employment.

Promote

Promoting inclusion and equity when exploring careers and career pathways with your jobseekers with disabilities.



Labor Market Information (LMI) and Informed Choice

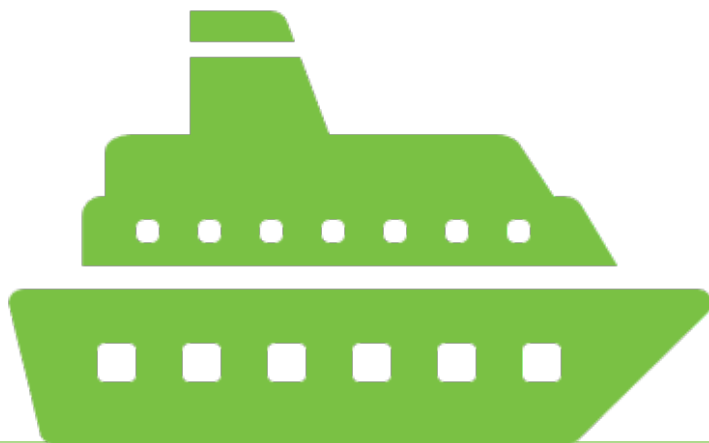
The Rehabilitation Act of 1973, as amended (the Act), makes it clear in its policy statement that all programs, projects and activities funded under the Act must be **"carried out in a manner consistent with the principles of respect for individual dignity, personal responsibility, self-determination, and pursuit of meaningful careers, based on informed choice, of individuals with disabilities"** (section 2(c)(1) of the Act).
(RSA PD 01-03) [link](#)

- ✓ **Respect for individual dignity**
- ✓ **Personal responsibility**
- ✓ **Self determination**
- ✓ **Pursuit of meaningful careers**



What is “Informed Choice “?

Captain of my
own ship



“Nothing about me without me.”

Process based on relevant
knowledge, consistent with the
decision-maker’s values and goals.



What do you want to be when you grow up?

- “If you can see it, you can be it” – Representation matters
 - *“I’m not different from you, I’m different like you.”*





How Do You Make A Choice?

When you have to make a choice, or a decision about something you're not familiar with, what do you do?





Informed Choice Decision Making Process

Consists of:

- Exploring options
- Identifying available options;
- Identifying both favorable and unfavorable consequences of each option;
- Discussing relevant laws and policies;
- Selecting an option; and
- Committing to and acting on the selected option.

Consumer-centered, Consumer-owned process

RSA Issued Guidance



Rehabilitation Services Administration

- [Support Services for Individuals with Cognitive Disabilities and Others Who Need Assistance in Implementing Informed Choice](#)
- [RSA Frequently-Asked Questions: Criterion for an Integrated Employment Location in the Definition of “Competitive Integrated Employment” and Participant Choice \(FAQ 21-03\)](#)
- [Implementation of Informed Choice](#)



Roles & Responsibilities of the Jobseeker

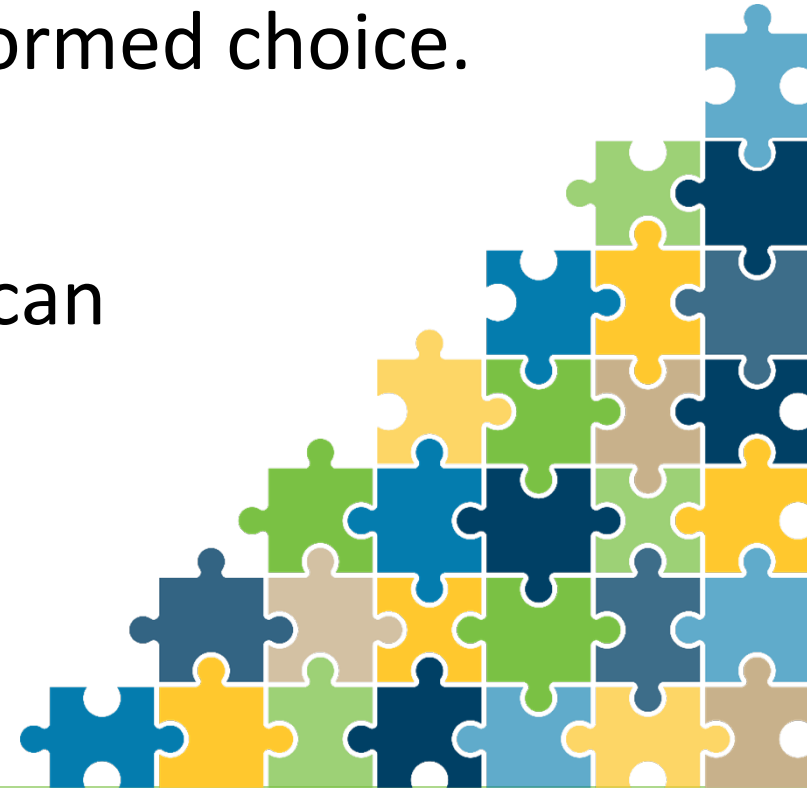
Jobseeker : Active and full partners in the process

1. If the jobseeker has an Intellectual Disability (ie; Down's Syndrome) they are not able to make an informed choice.

Y or N

2. The jobseeker's parent, guardian or spouse can make all decisions.

Y or N





Roles & Responsibilities of the VR Counselor

VR Counselor: Provide assistance and support

1. The VR counselor can use purchased checklists, inventories, and assessments to determine the jobseeker's skill and ability to implement informed choice. **T or F**
2. The VR counselor should not let the family assist the jobseeker in making choices. **T or F**



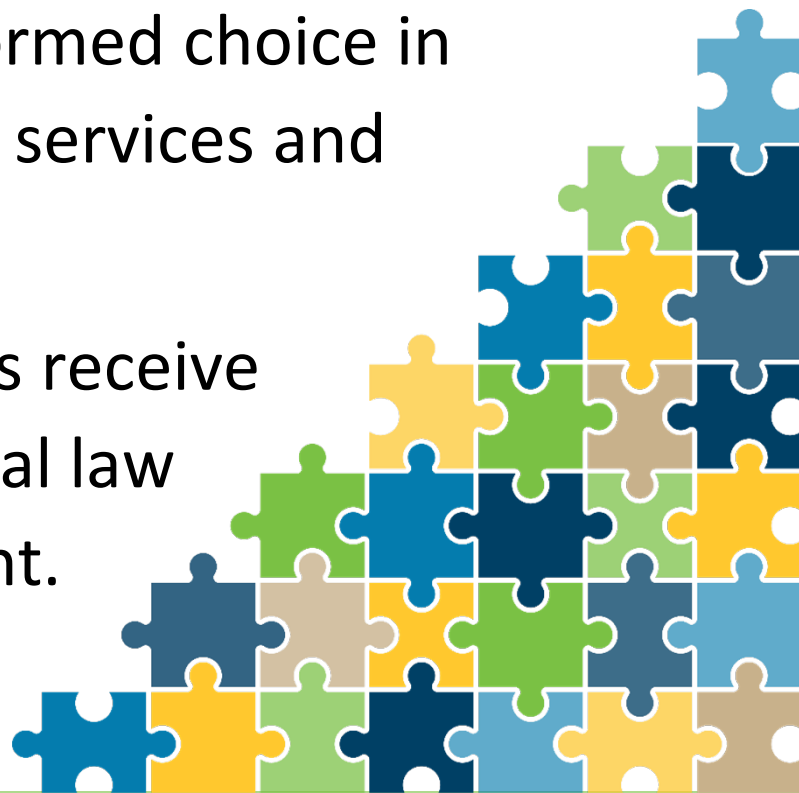


Roles & Responsibilities of the State VR agency

VR agency: must provide information and support services to assist in exercising informed choice throughout the VR process

1. The VR Agency must develop and implement written policies and procedures that enable jobseekers to make an informed choice in regard to selection of a vocational goal, objectives, services and service providers. **T or F**
2. The VR Agency should try to ensure that jobseekers receive information about choice by giving them the Federal law & regulations at application and as IPE development.

T or F





Using LMI as a VR Counselor

- **A core function of a VR Counselor:**
 - Guiding jobseekers to have greater autonomy in doing some of the research to find job opportunities (reaching out to their networks).
 - Modeling how to take ownership of their career choices.
 - Instill a sense of empowerment.





Balancing Jobseeker Choice and Labor Market Information

- Guidance and Counseling
- Pre-employment Transition Services are an early start to exploring
- Explore incongruency between wants and needs
- Determining jobseeker's unique strengths, resources, priorities, concerns, abilities & capabilities



Balancing Jobseeker Choice and Labor Market Information (continued)

- Salary /Income requirements
- Benefits Counseling
- Job or Career Pathway?
- Risk taking
- Mistakes are how we learn

Choice in and of itself does not mean getting everything you want, but that you receive the services necessary to attain a chosen employment goal.



Local, Regional, State, and National Labor Market Trends

- **Reviewing the Data and Information**

- County and State Economic Development Offices
- Looking at 5-to-10-year occupational outlook projections
 - Education, training, and experience
 - Projected employment
 - Projected labor force measures
- Talking to People in Business
- Up to date Industry **patterns or trends**





What Does Employment Look Like in 2022 and Beyond

- **The pandemic has changed the way we work and live.**
 - There have been substantial differences in how COVID-19 has affected industries and occupations, with contact intensity and ability to telework being major drivers of this variation, and also in employment levels for persons with and without a disability.
 - As of the end of 2021, there has been a greater recovery in the labor market for persons with a disability, which might be attributable to an overall increase in access to teleworking, which allows for social distancing and helps to mitigate other barriers to workplace accessibility and employment, including transportation, that individuals with disabilities commonly face.”

DOL: Employment of Persons with a Disability: Analysis of Trends during the COVID-19 Pandemic February 2022



Cultural Considerations in the Process

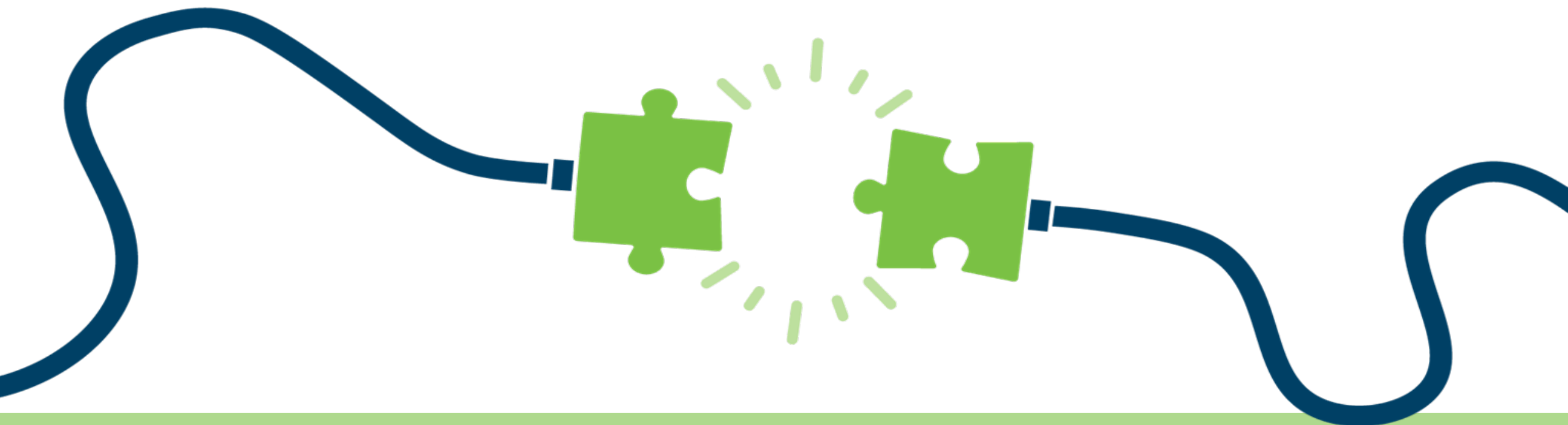
Multicultural Competencies are framed upon three broad areas:

- (a)** the counselor's awareness of his/her own cultural values and biases,
- (b)** counselor's awareness of the jobseeker's culture and values, and
- (c)** The counselor's use of culturally appropriate intervention strategies



Be Aware of:

- In some cultures, the jobseeker's goals may be communal rather than personal.
- that jobseekers are impacted by societal and institutional policies.
- how poverty, discrimination, racism, and so forth limit jobseeker access to information, inhibit jobseeker's ability to take action, and limit the scope of possibilities they may see for themselves.

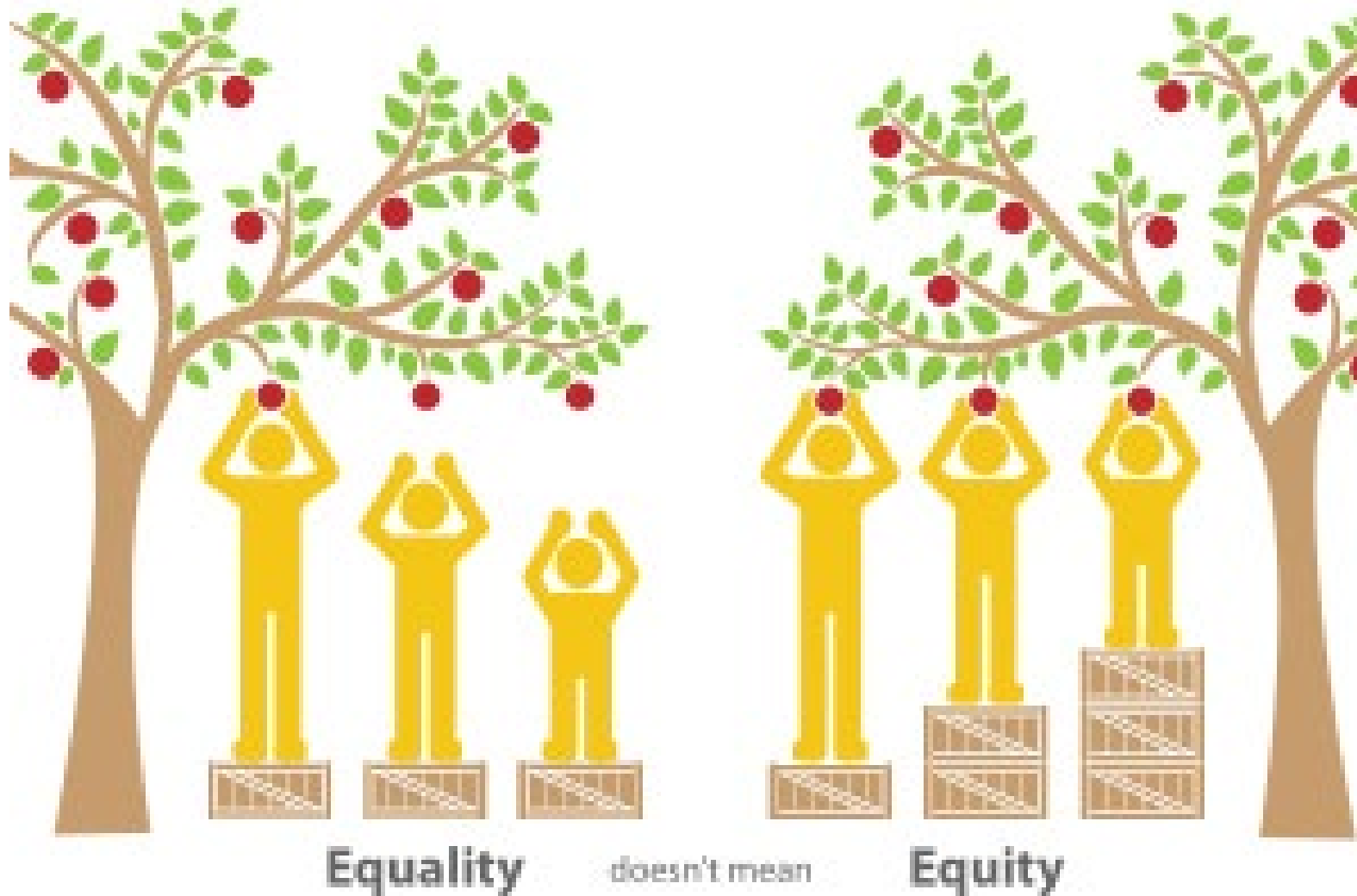




Equity & Access in the Workplace

- **Although equity and equality sound similar, they are not synonymous.**
 - **Equality** seeks to provide all employees with access to the same resources, regardless of the pre-existing barriers they may face.
 - **Equality** can push company culture in the right direction. However, it often fails to address problems of underrepresentation or an unfair status quo.
 - **Equity** is distinct from equality in that it doesn't provide the same resources and opportunities to everyone. With equity, an organization will recognize that each employee has varying access to resources and privileges. And those with less access may need more support in order to take fair advantage of opportunities within a given company.

Equality vs. Equity





Help your jobseeker recognize all career opportunities, unrestricted by social or cultural expectations

- A non-traditional occupation is defined as any occupation in which women or men comprise **less than 25 percent** of the workforce.
- “Green Sector” Jobs
- Entrepreneurship - Self Employment - According to the [latest figures](#) released by the US Bureau of Labor Statistics (BLS), as of February 2022, the number of self-employed people in the US is just under ten million.



Use of Data

- **In looking at LMI, VR agencies should analyze data to:**
 - assess disparities in labor market outcomes among various populations
 - adapt and adjust workforce goals and strategic focus for those communities with disproportionately higher unemployment rates and lower earnings—particularly among underserved population groups, or individuals facing barriers to employment (e.g., low-income individuals, English language learners, individuals without housing, individuals with disabilities).



Career Index Plus data

States with active TCI+ Usage: In order of Page Views:

North Dakota	(156K visits, 4.4M page views)
California	(86K visits, 3.98M page views)
Connecticut	(70K visits, 2.9M page views)
Florida	(65K visits, 3.75M page views)
Colorado	(63K visits, 3.0M page views)
Idaho	(56K visits, 3.04M page views)
Iowa	(38K visits, 1.8M page views)
Michigan	(24K visits, 1.8M page views)





Rapid Engagement = Successful Employment

Association between Speed to Plan and VR Outcome - Nationwide PY 2019				
Duration	Rehabilitated		Other than Rehabilitated	
	Percent	Number	Percent	Number
One day or less	51.0%	5,420	49.0%	5,216
2 to 30 days	50.6%	23,701	49.4%	23,154
31 to 60 days	48.5%	24,110	51.5%	25,562
61 to 90 days	44.5%	21,519	55.5%	26,797
91 to 150 days	39.7%	28,355	60.3%	42,990
151 days or more	40.8%	27,038	59.2%	39,196
Totals		130,143		162,915



Career Pathways to MSG and Credential Attainment

- **WIOA Performance Indicators – more than a “26”**
 - A credential is recognition of measurable technical or industry/occupational skills. They are based on standards endorsed by the industry or employers.
 - Measurable skills gains, defined as documented academic, technical, occupational, or other forms of progress, towards a credential or employment.

Informed Choice is an Ongoing Process!

“Economic security should be available to all Americans. Providing individuals with disabilities with a high-quality education and the services that they need to thrive will result in real pay for real jobs, empowering them and leading to greater social and economic inclusion.”

Quote: U.S. Secretary of Education Miguel Cardona



Resources



- [The Career Index Plus: Everything You Need in One Place](#)



- [WorkforceGPS: Implementing Green Initiatives at YouthBuild Programs](#)





Information to Listen To


- **WorkforceGPS Playlist: Labor Market Information (LMI)**
 - The WorkforceGPS Playlist is a 30-45 minute compilation of audio and video clips focused on a unified theme, topics, or targeted populations. The clips of the playlists come from recorded WorkforceGPS webinars, webcasts, podcasts, Voices of Experience recordings, partner organizations and sister federal agencies, and any other excerpt of a WFGPS audio or video recording.
 - Clips range from 2 to 10 minutes

Thank You!

Contact Us

Christine Johnson

Senior Research Associate

 cj1957@gwu.edu



**THE GEORGE
WASHINGTON
UNIVERSITY**

WASHINGTON, DC