

## LMI and the VR Process

Putting the Pieces Together for Successful Employment Outcomes

Module 4: **Guided Tour of LMI Resources**



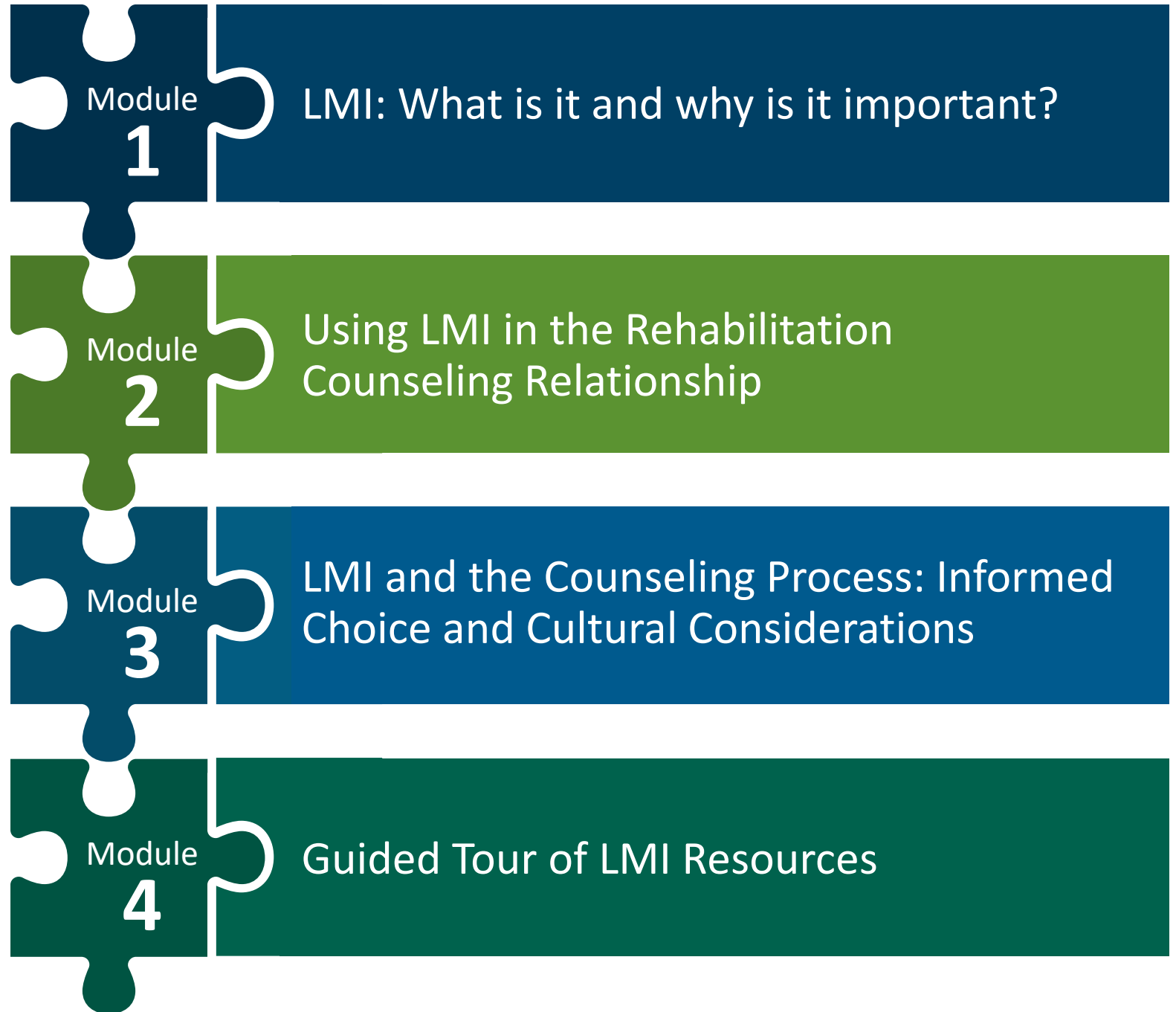


# Acknowledgement & Disclaimer

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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 4)

**This module provides a guided tour on all the resources identified in Modules 1, 2, & 3. Participants will be able find and utilize resources including:**

- Online sources of labor market information (LMI)
- Resources to increase knowledge and skills of using LMI in the rehabilitation counseling relationship.
- Resources connected with application of LMI in the counseling process



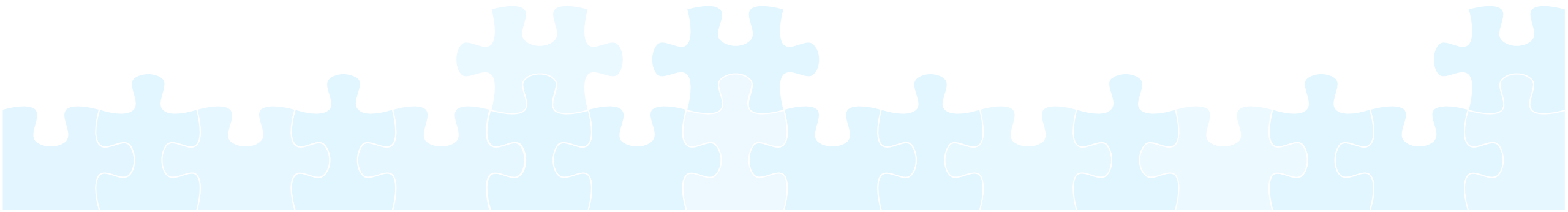
# The Career Index Plus



- Simple to use and access is free to everyone (courtesy of RSA)
- Data derived from The Bureau of Labor Statistics

## Includes:

- ✓ Salary Information
- ✓ Job Trends and Projections
- ✓ Current Job Openings
- ✓ License Requirements and Certifications
- ✓ Education and Experience Requirements
- ✓ Knowledge, Skills and Abilities
- ✓ Related Training Programs

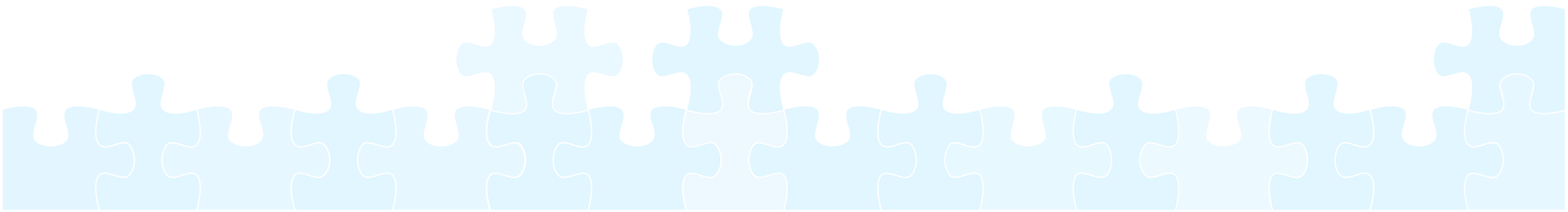




# The Career Index Plus (continued)



- Access TCI + at [The Career Index Plus](#)
- Easy to register, just need an email address!
- Gateway to Training and Resources (WINTAC)
  - [WINTAC: The Career Index Plus – Labor Market Information](#)
- More on TCI+ in Module 4





# WINTAC - Workforce Innovation Technical Assistance Center



## The Career Index Plus & Labor Market Information

- Overview
- TCI+ Short Training Videos
- Recorded webinars for TCI+
- TCI+ Resources
- LMI Resource



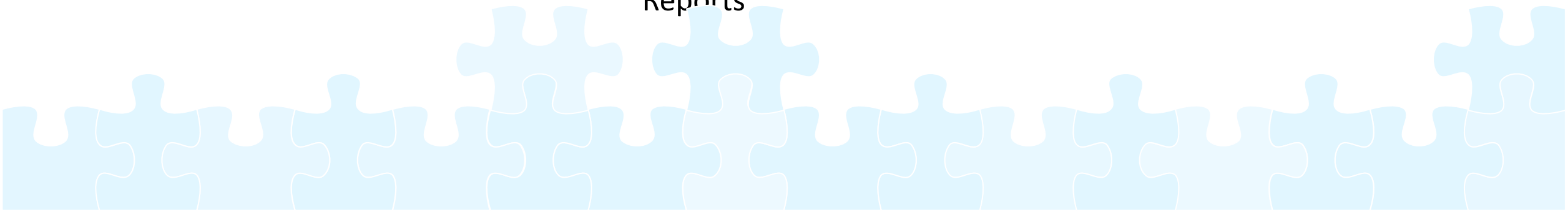
# National Employment Team (NET) & Talent Acquisition Portal (TAP)



## Talent Acquisition Portal

- [Talent Acquisition Portal Website](#)
- Job Posting and Metrics
- Geographic Specific Resume Searches
- Candidate Availability
- Recruiter Access and Saved Searches
- Compliance and Application Reports
- Hiring Data
- Interview Capability with Transcripts
- Direct Access to VR Agencies
- 30,000 job candidates/7,000 VR Counselors

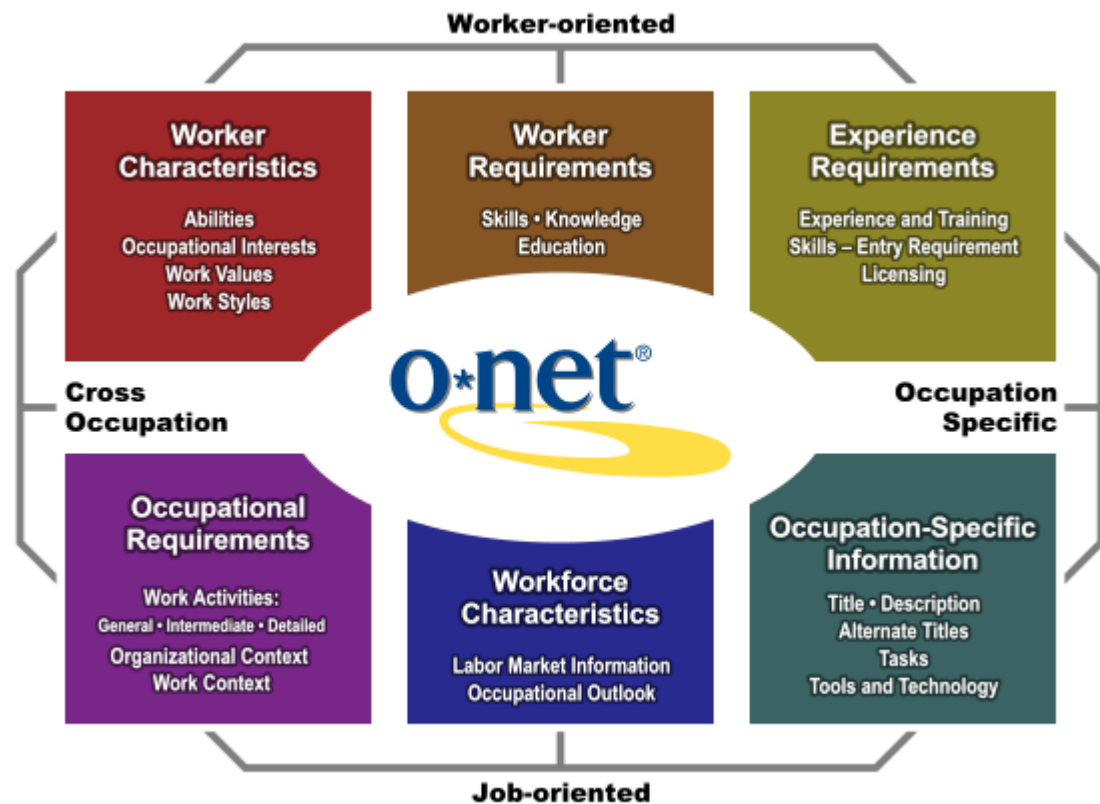
*Connect with your Single-Point of Contact*







# The O\*Net



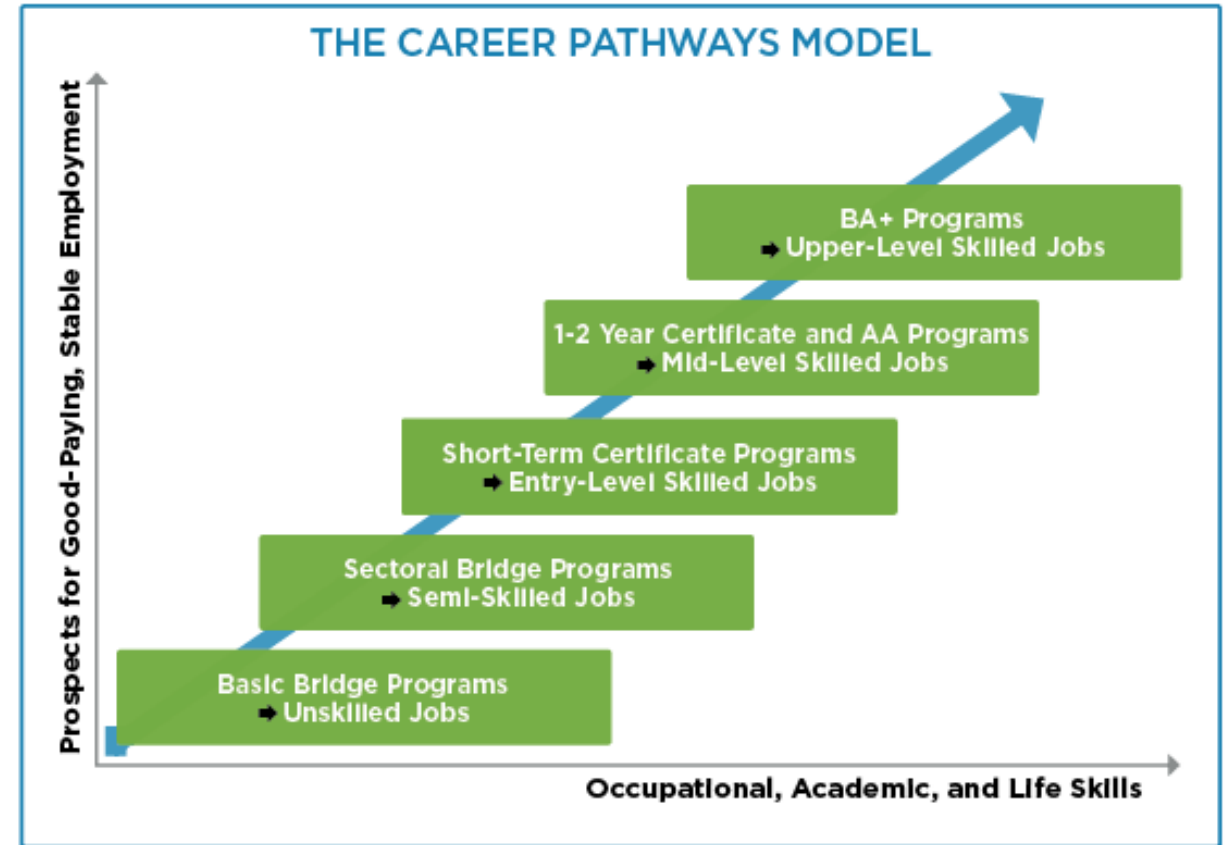
- [O\\*Net Online](#)
- Sponsored by the U.S. Department of Labor
- Find employment opportunities



# Career Pathways

...As an evidence - based practice

- [U.S. Department of Labor: Career Pathways Descriptive and Analytical Project](#)
- [The George Washington University Center for Rehabilitation Counseling Research and Education: Career Pathways](#)





# National Clearinghouse of Rehabilitation Training Materials (NCRTM)



**The National Clearinghouse of Rehabilitation Training Materials (NCRTM)** is your go-to resource for vocational rehabilitation information, technical assistance, and training. The following resources include a sampling from the NCRTM.

## Webinars

- **Labor Market Information and VR Career Counseling** (JD-VRTAC - 2/25/2015) This introductory webinar discusses potential sources of LMI, how to identify trends within labor market data, and how understanding LMI may help VR counselors increase successful employment outcomes for people with disabilities.
- **Introduction to Labor Market Information (LMI) in a Job-Driven Economy** (JD-VRTAC - 12/5/2015) This webinar examines the value of LMI as it applies to national workforce job-driven initiatives around preparing youth and adults with disabilities for work.



# National Clearinghouse of Rehabilitation Training Materials (NCRTM)

- continued 1

- **Labor Market Information (LMI) for Vocational Rehabilitation (VR) Leadership in the Age of WIOA: A View from the Top** (JD-VRTAC - 5/3/2016) This webinar is for current and future VR leaders who want to discuss leadership-level engagement in the VR agencies' use of LMI.
- **A Dual-Customer Approach: Increasing business services partnerships and systematically using LMI for high quality employment outcomes** (JD-VRTAC - 9/5/2018) This webinar highlights Colorado Department of Vocational Rehabilitation collaborations with core WIOA partners.
- **Using LMI to Improve Client Employment Outcomes: Connecticut BESB's JD-VRTAC Project** (JD-VRTAC - 12/21/2017) This webinar discusses the Connecticut Bureau of Education and Services for the Blind (BESB), in collaboration with JD-VRTAC, on improved client employment outcomes by training VR counselors to use LMI to enhance clients' educational and career pathways.
- **The Career Index Plus: Navigating and Utilizing a Comprehensive Online Labor Market Information System** (WINTAC - 1/31/2017) This webinar is part 1 of a 4 part series. Part 1 covers topics such as a comprehensive online LMI system, resources that can be used to access LMI, and an assessment of the current status of implementation.



# National Clearinghouse of Rehabilitation Training Materials (NCRTM)

- continued 2

## Toolkits, Guides, and Websites

- **Labor Market Information Toolkit (JD-VRTAC)** This comprehensive toolkit contains briefs, videos, archived webinars, and other tools that illustrate the value of LMI and its uses for VR leadership, management, counselors, and clients.
- **The Career Index Plus (WINTAC)** Labor market and career information from a variety of sources is available to all VR and workforce development staff, at no cost, in one comprehensive site that includes:
  - Salary and staffing pattern information from the Bureau of Labor Statistics
  - Job trends and employment projections from State Labor Market Information Divisions
  - Current job openings from Indeed.com®
  - Occupational Characteristics from O\*Net Online
  - Detailed occupational information from The Occupational Outlook Handbook
  - Education and Certification data from the Integrated Postsecondary Education Data System
  - Industry statistics from the U.S. Census Bureau



# National Clearinghouse of Rehabilitation Training Materials (NCRTM)

## - continued 3

- **Hidden Gems: Using “Agency Business Relations LMI” as Part of your Labor Market Strategy.** (JD-VRTAC) When discussing LMI, people commonly refer to one of two kinds: traditional LMI, or real-time LMI. However, there’s an additional source that vocational rehabilitation (VR) agencies shouldn’t overlook: the “hidden gems” of agency business relations LMI. This resource explains creative ways to unlock these information sources to find new opportunities.
- **Counseling, Ethics, and Labor Market Information (LMI)** (JD-VRTAC) WIOA requires VR counselors to utilize a dual customer approach: the client and business. This brief video describes ethical considerations for VR counselors to apply knowledge of the labor market to support individual client skills and interests. LMI should be used to inform decisions instead of driving a decision.
- **Turning Labor Market Facts into Labor Market Information: LMI’s Effectiveness for Vocational Rehabilitation** (JD-VRTAC & WINTAC) This VR Brief highlights common LMI practices from state VR agencies (SVRAs) that participated in the Community of Practice, Turning Labor Market Facts into Labor Market Information. This brief also features challenges and limitations of LMI, provides recommendations for VR agencies regarding LMI, and offers questions for further consideration.



# National Clearinghouse of Rehabilitation Training Materials (NCRTM)

- continued 4

## Brief State VR Agency Videos on How LMI Can Transform Job Training and Development Practices

- [Dream It. Do It. Virginia - Manufacturing Academy at WWRC](#) (Virginia Department of Aging and Rehabilitative Services) Video showing participation in a five-day manufacturing academy at the Wilson Workforce and Rehabilitation Center (WWRC) to obtain knowledge and skills required in the manufacturing industry.
- [Maine Client Stories](#) (**Maine Department of Labor, Bureau of Rehabilitation Services**) Videos of clients and their counselors sharing their journeys to employment including starting a business; finding employment while pursuing a teaching degree; keeping up with favorite interests; using labor market information to find a job matched to skills without losing ability to engage in other talents; and finding a job that incorporates a job seeker's passion.



# Useful Literature

- [ExploreVR: Models and Structures - Acquiring and Using Labor Market Information in VR Agencies: Who, What, and How](#)
- [U.S. Department of Labor: Vocational Rehabilitation Counselor Handbook](#)
  - Vocational Rehabilitation Handbook
- [APA PsycNet: Job Matching: An Interdisciplinary Scoping Study With Implications for Vocational Rehabilitation Counseling](#)



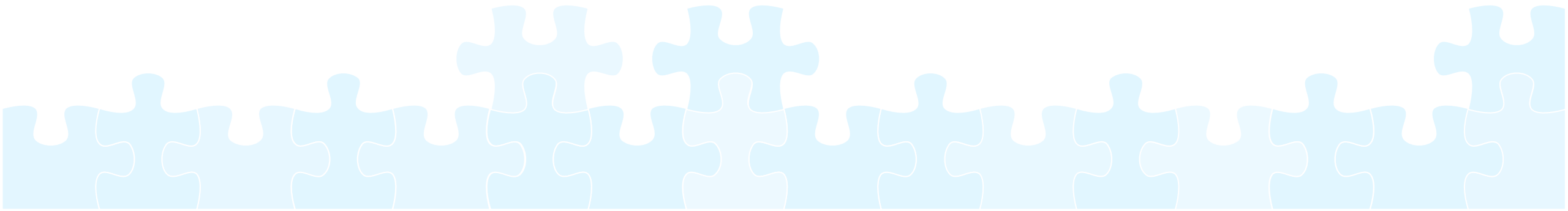


# LMI Central - WorkforceGPS



## LMI Central

...a portal to innovative and relevant sources of workforce and labor market information for data-driven planning





# 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



# New and Emerging Career Paths

WorkforceGPS: Implementing Green Initiatives at YouthBuild Programs



# Hiring Blind: The Misconceptions Facing America's Visually Impaired Workforce

Jobs capitalizing on the unique skills the blind develop are also being created. Givaudan, a company in the fragrance and flavors business, has developed a special internship program designed to give the blind work experience. Participants evaluate fragrances, detecting subtle differences that aid the creative team.

## Lighthouse Central Florida

*Some companies such as Google, Apple, and Yahoo! routinely hire visually impaired employees. The U.S. government — especially the CIA, the Department of Rehabilitation, and the Social Security Agency — also hires many visually impaired people.*



# Apprenticeship.Gov Resources

## **Hiring and Retaining Apprentices with Disabilities**

Every day, individuals with disabilities go to work as apprentices in all sectors of the economy, and businesses seek opportunities to increase and diversify their workforces to tap into all available talent. The apprenticeship Equal Employment Opportunity (EEO) regulations help individuals with disabilities succeed in Registered Apprenticeship programs and provide businesses and other sponsors the tools necessary to promote their inclusion.

### **Several tools and resources are available to provide:**

- Information on recruiting, hiring, training and retaining individuals with disabilities; and
- Support for sponsors' invitations for voluntary disability disclosure

**[Apprenticeship.Gov: Diversity and Inclusion Success Story](#)**

# Thank You!



# Contact Us

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