

Vocational Assessments and Career Pathways for Individuals with Disabilities

Presenters

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Objectives

- Learn how and why CPID used hands on assessments in their approach to assist IWD to pursue career pathways
- Identify ways assessments can be used in career pathways and understand how participants could incorporate them in their work.
- Consider the Lean Accessibility Program as a model to approach businesses and open the discussion for hiring individuals with different abilities.

CPID and the Need for Assessment

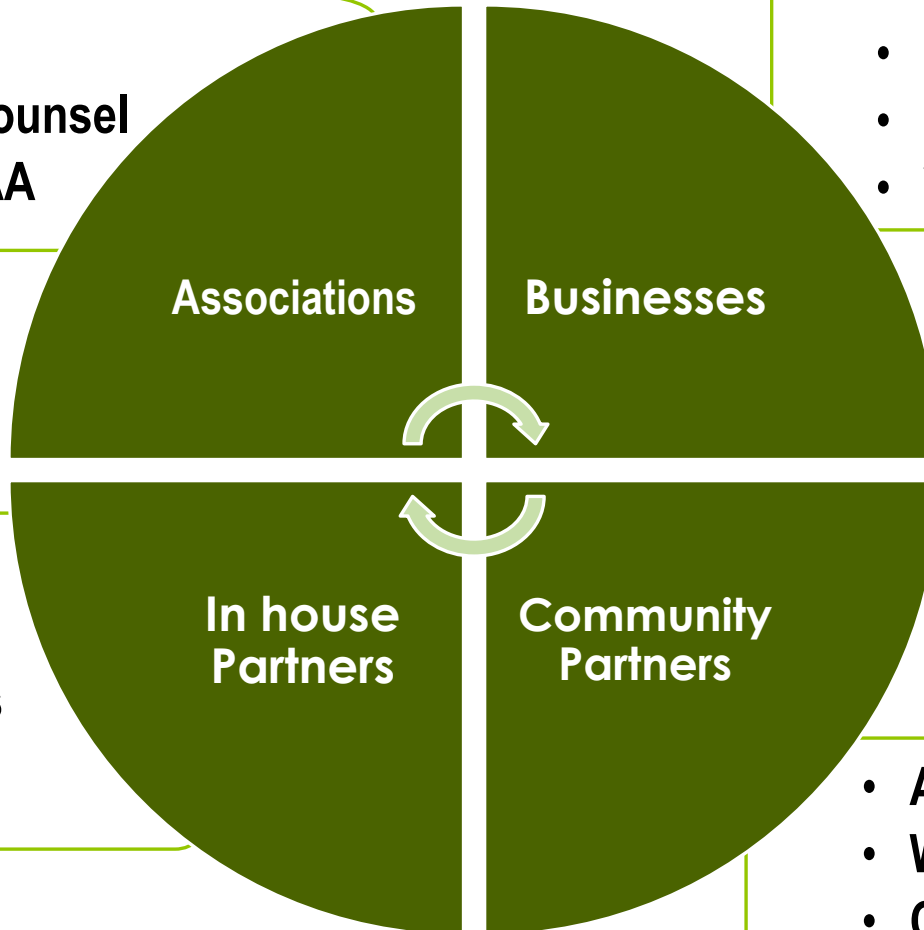
- Skills Gap
- Interest Gap
- Knowledge Gap



Partnerships

- VMA
- NOVA Tech Counsel
- VECAP/VEWAA

- Capital One
- Newport News
- Shipbuilding
- VIB



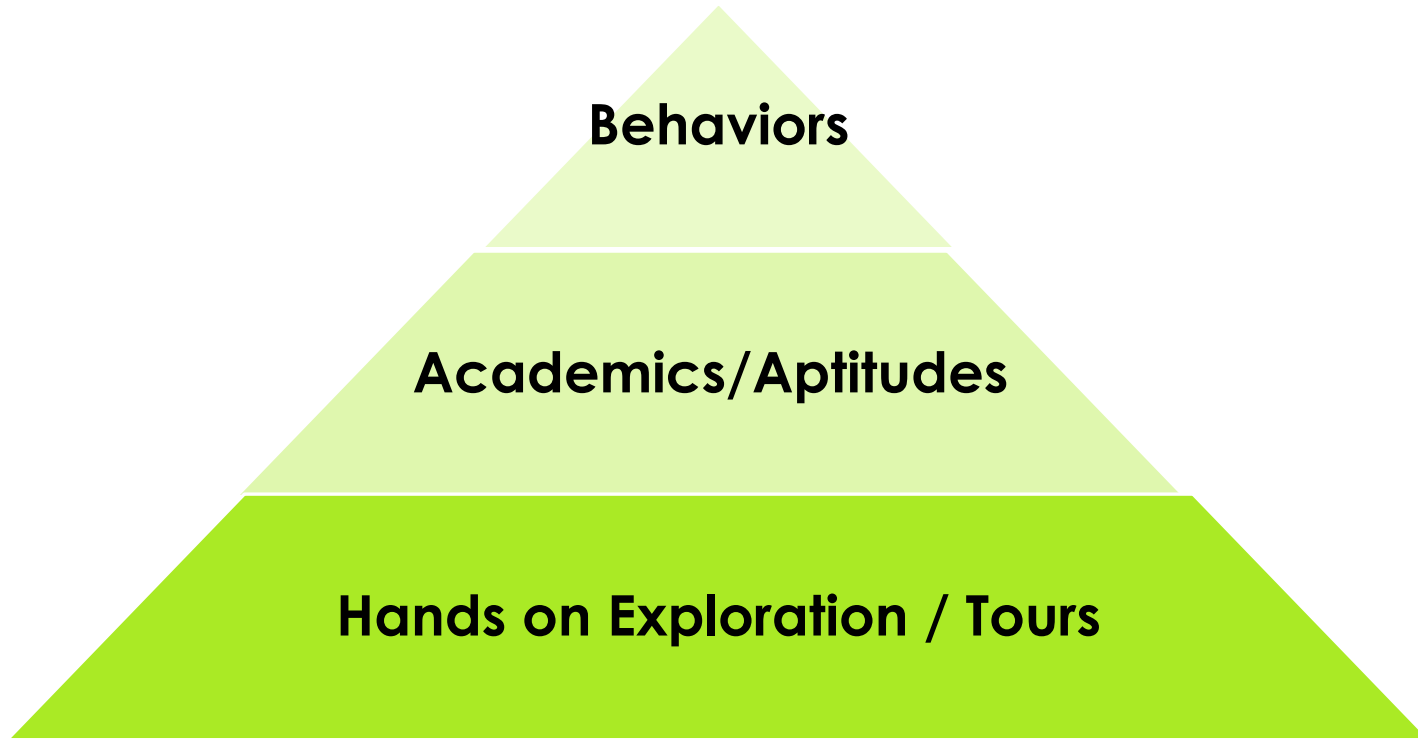
- AT/OT
- Bus. Dev.
- Counselors
- Placement

- Adult Educ.
- Workforce Boards
- CC / Universities

Defining the CP

Code	Job Titles
51-0000	Production Occupations
519111	Packaging and Filling Machine Operators and Tenders
	Manufacturing Technician 1 (MT1)
	Manufacturing Specialist (MS)
519199	Production Workers, All Others
	Certified Production Technician
	Certified Logistics Associate (CLA)
	Certified Logistic Technician (CLT)

Defining the Assessment for CP



What do you get from a VE?

- Information on the client's current vocationally relevant levels of social, educational, psychological, and physiological functioning
- Estimation of the individual's potential for behavior change and skill acquisition
- A snapshot of the clients skills

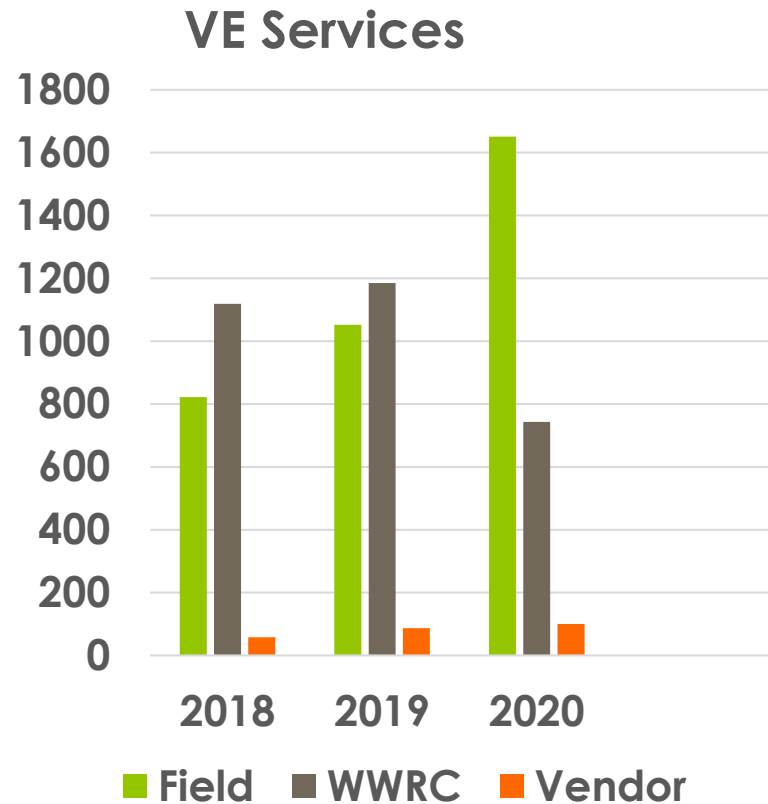
Types of Vocational Evaluation

- Comprehensive Evaluation
- Academies
- Career Exploration
- Community Based Assessment
- Virtual
- Lean Accessibility Program



Virginia's Set up

- Field Evaluations
- Private Venders
- Wilson Workforce and Rehabilitation Center



VE at WWRC

Pre-ETS experiences for students

Focused Career Exploration and Assessment
for Adults

Philosophy of WWRC's VE Model

Career Exploration through Two Perspectives

Internal

External



How is this done?

- Normed Work Samples and Assessments
- Hands on exploration activities



Project Combining WWRC/Field

- Elements of the centers model across the state
- Options for field evaluators to use in each of the job families
- Online assessments for WWRC evaluators

Skill Sheet

- ✓ Overall Academics
- ✓ Dimensioning and Measurement
- ✓ Attention to Detail
- ✓ Mechanical Reasoning
- ✓ Critical Thinking Skills
- ✓ Spatial Skills
- ✓ Manual Dexterity
- ✓ Finger Dexterity

CPID and Evaluation

ACADEMIES

Evaluate
Infrastructure/Curriculum
Review



Academies were born

2017

- Robotics and Cyber at VA Rehabilitation Center for the Blind and Vision Impaired (NICERC)
- Water Filtration Academy at WWRC

2018

- Continued Academies from 2017
- Added Cyber Analyst and Coding (NICERC)
- Welding, CNC, 3D Printing, Manufacturing

2019

- Continued Academies from 2017 & 2018
- Added Health Care, Manufacturing, Robotics

Virtual Assessments

- Interest Inventories
- Academic Assessments
- Aptitude Assessments
- Other options



Considerations

- Ethical Implications
- Getting people set up prior to the assessment
- Video needs
- Issues with tech
- Social - economic impact
- What we lose in the context

What is Lean

Lean is a management philosophy based on a system of tightly-coupled practices organized to deliver value with the lowest possible amount of waste.

Lean Benefits

- **Cost Savings:** The actual cost to produce the product decreases due to improvements in the manufacturing process.
- **Cost Avoidance:** Wastes are eliminated by removing activities that did not add value to the processes.
- **Increases Capacity:** The potential to produce more products created by continuous improvements.

Lean and CPID

Lean Technology

- Improving processes
- Organized area
- Reduce Wastes
- Standardize work
- Mistake proof
- Point of Use Storage

Assistive Technology

- Improving people
- Universal design
- Minimal physical effort
- Jigs
- Foolproof design
- Flexible use of tools

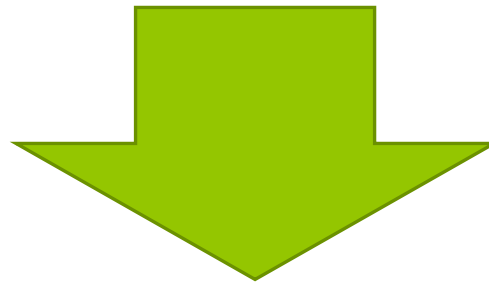
Wouldn't it be nice if...

We could get businesses to:

**Understand the
relationship
between Lean and
Assistive Technology**

**Be aware of the
capabilities of
people with
disabilities**

**Seek out potential
employees who
have disabilities**



Lean Accessibility Program

What Is Lean Accessibility Program?

Utilizes the **LEAN principles** from manufacturing in combination with the **Assistive Technology** and **Universal Design** concepts to assess manufacturers and their facilities for opportunities to improve their operations by reducing wastes and onboarding capable personnel.

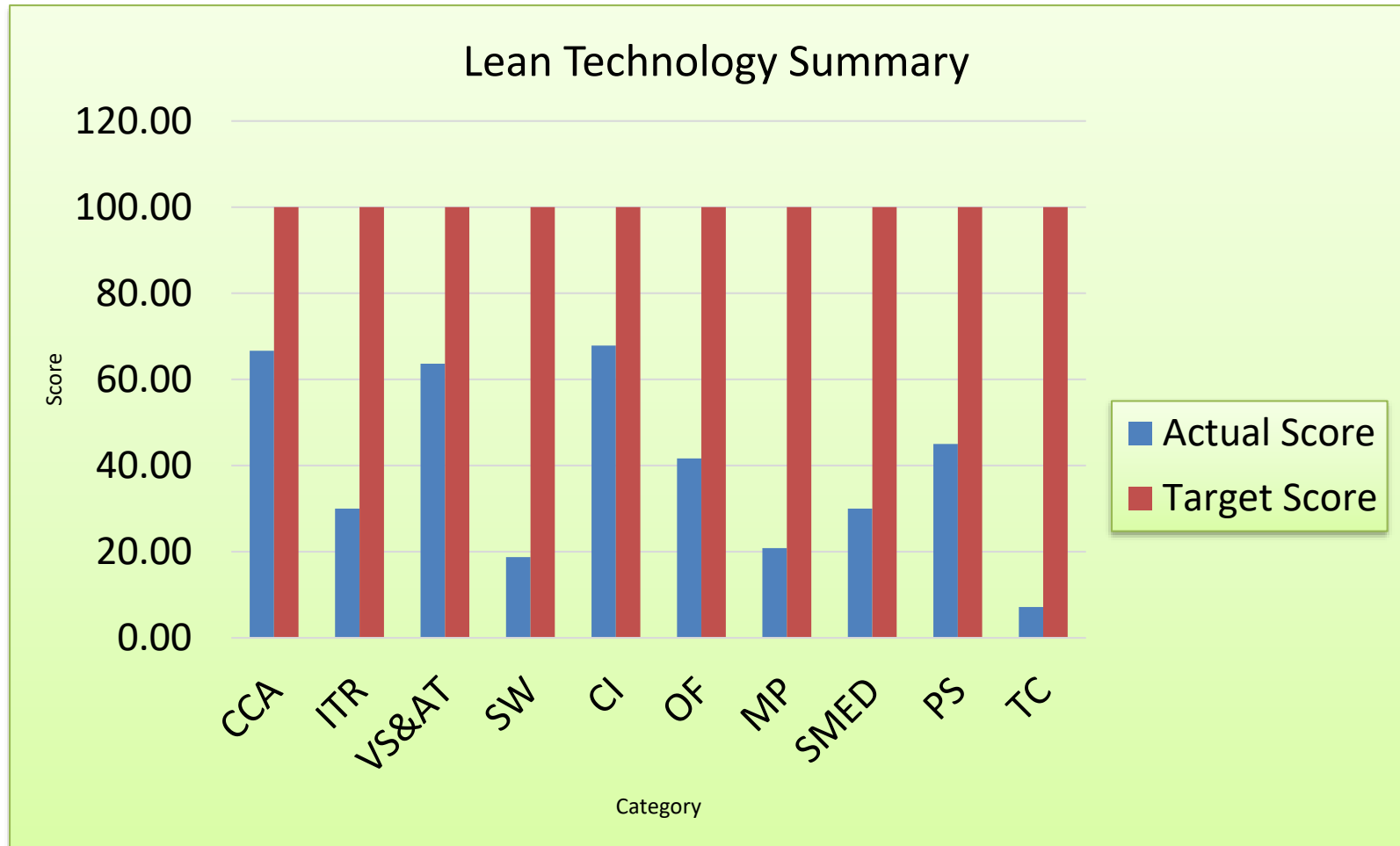
Lean Accessibility Program

- Communication and Culture
- Information and Technology
- 5S and Assistive Technology
- Standard Work
- Continuous Improvement
- Operator Flexibility
- Mistake Proofing
- Change Over
- Pull and Balanced Production
- Tax Credits

Lean Accessibility Program Assessment Worksheet

Scores from assessment worksheets						
	Title	Abrev.	Score from Sheet	X100	Actual Score	Target Score
1	Communication & Cultural Awareness	CCA	0.67	100	66.67	100
2	Information Technology Review	ITR	0.30	100	30.00	100
3	Visual Systems & Assistive Technology	VS&AT	0.64	100	63.64	100
4	Standard Work	SW	0.19	100	18.75	100
5	Continuous Improvement	CI	0.68	100	67.86	100
6	Operational Flexibility	OF	0.42	100	41.67	100
7	Mistake proofing	MP	0.21	100	20.83	100
8	SMED Quick Changeover	SMED	0.30	100	30.00	100
9	Pull Systems	PS	0.45	100	45.00	100
10	Tax Credits	TC	0.07	100	7.14	100
Total score					391.55303	1000

LAP Summary



LAP: Making it work...

- Have the right people involved in the Assessment
- Walk the process
- Be familiar with manufacturing terms
- Have information about potential candidates who could go to work ready
- Be knowledgeable of Lean and Assistive technologies
- Be sensitive to the needs of the work place and your clients
- Look for opportunities to make it easier for personnel to do the right thing

RESOURCES

- CPID <https://vadars.org/drs/cpid/>
- VMA <http://www.vamanufacturers.com/>
- WWRC <https://www.wwrc.net/>
- VECAP <https://vecap.org/>
- VEWAA [VEWAA](#)

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