Career Pathways for Individuals with Disabilities

Variables Leading to Success
Format of Today’s Meeting

- Recorded
- Materials can be downloaded
- CRC (Certified Rehabilitation Counselor) Credits

The contents of this product was developed under a grant from the Department of Education, under CFDA #84.235N. However, those contents do not necessarily represent the policy of the Department of Education, and you should not assume endorsement by the Federal Government.
CPID Core Components Include:

- Aligned, connected programs
- Multiple entry and exit points, focus on careers and employer engagement
- Support Services that promote student progress and completion
Workforce Innovation & Opportunity Act (WIOA)

- WIOA provides ... an integrated, job-driven, public workforce system that links diverse talent to businesses.

- This revitalized workforce system includes three critical hallmarks of excellence:
  - The needs of business and workers drive workforce solutions;
  - American Job Centers work with consumers and businesses; and
  - The workforce system supports strong regional economies and plays an active role in community and workforce development.
Definition of Career Pathway in WIOA

Career Pathway means a combination of rigorous and high-quality education, training and other services that:

a. Aligns with the skill needs of industries in the economy of the State or regional economy involved;

b. Prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including apprenticeships registered under the Act of August 16, 1937;

c. Includes counseling to support an individual in achieving the individual’s education and career goals;
Definition of Career Pathway in WIOA (continued)

d. Includes, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster.

e. Organizes education, training, and other services to meet the particular needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable;

f. Enables an individual to attain a secondary school diploma or its recognized equivalent, and at least 1 recognized postsecondary credential; and

g. Helps an individual enter or advance within a specific occupation or occupational cluster.
Career Pathways for Individuals with Disabilities (C PID)

Model Demonstration Projects

- CPID supports WIOA’s vision for Career Pathways as a key component of economic opportunity and job growth.
- CPID aims to narrow the skills and the labor participation gaps by enabling individuals with disabilities to acquire marketable skills and industry-recognized postsecondary credentials.
- CPID is administered by the Rehabilitation Services Administration (RSA), Office of Special Education and Rehabilitative Services, U.S. Department of Education.
- CPID is funded through the Vocational Rehabilitation Services (VR) program, authorized by the Rehabilitation Act of 1973, as amended by Title IV of the Workforce Innovation and Opportunity Act (WIOA).
Objectives

Learn about 4 States CPID Projects’ experiences:

- Sector Approaches
- Workforce Partners
- Business Partners
- Pathway Exploration Tools
Today’s Presenters

- Dr. Lee Bryan, Career Pathways for Georgia
- Helga Gilbert, Kentucky’s Project CASE
- Janet Drudik, Nebraska’s VR Career Pathway Advancement Project (CPAP)
- Kate Kaegi, Virginia’s Career Pathways for Individuals with Disabilities
- Dr. Rob Froehlich, The George Washington University
Sector Strategies
CPID Grants Use Sector Strategies

- Career Pathways
- Workforce Partnerships
- Sector Knowledge
Understanding Sector Strategies in the Context of VR Agency Career Counseling and Job Placement

- **Sector Partners Include:** Businesses related to a particular industry, workforce development boards, workforce and community organizations, training providers and other stakeholders.

- **Sector Strategies:** Sector partners working together to develop plans that meet persistent training and staffing needs of employers, and create talent pipelines for long-term solutions.
Paired with the career pathway model which focuses on obtaining training and skills and continuing to move forward into higher paying positions within a field.

Offers consumers better opportunities and **options for advancement within a field**.
The CPID Grants Aligned with Sector Initiatives Already Occurring in their States

- **Kentucky**: Kentucky Career Center – Sector focused One-Stops and the statewide community technical college system
- **Georgia**: Manufacturing & Robotics Summer Academies
- **Nebraska and Virginia**: Initiated system alignment meetings
The CPID Grants Aligned with Sector Initiatives Already Occurring in their States (continued)

Career Pathways Coordinators served as sector experts for VR staff and consumers, embedded with workforce partners:

- Kentucky Manufacturing Career Center
- Kentucky Health Career Center/ Kentucky Healthcare Collaborative
- Code Louisville
- Teleworks USA
- Expanded knowledge and developed relationships with local colleges:
  - Kentucky Community Technical College System
Looking at Caseload Data Through Sector Lens

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Sector Approaches: Nebraska

- Assisted WIOA partners and business champions in implementing four sector strategy partnerships across Nebraska
- Central Nebraska Manufacturing Partnership (CNMP)
  - Promotion of the Manufacturing Industry
  - Career Advancement along the Pathway
- National Manufacturing Day tours
- Quarterly Meeting tours
Sector Approaches: Virginia

- Initiated System Alignment meetings
- Understanding Employer Needs and Training Requirements
  - Virginia Manufacturing Association
  - NOVA (Northern Virginia) Tech Council
- Demand Side Meetings
- Credential Fairs
- Career Pathways Meeting
**Sector Approaches: Georgia**

- Manufacturing Academies to support exposure to manufacturing occupations and credentials
- Industry Tours and Targeted Career Exploration to increase awareness of career/opportunities
Workforce Partners
Adult, Dislocated Worker, Youth

- Sector Strategies
- Alignment Meetings
- Embedded CPID Employees
- Co-Enrolled Candidates
- Training Funds
- DEI Grant in (2) regions
- Shared Projects
  - Academies
  - Bootcamps
Adult Education

- Bridge Program
- Hidden Disabilities Training
- Plugged in Model
- Shared Assessments
- Training Funds
- Common language via cohorts trained in Motivational Interviewing techniques
Virginia DARS/DBVI

(DARS) Department for Aging and Rehabilitative Services and (DBVI) Department for the Blind and Vision Impaired Separate Agencies in VA

- Shared Projects
  - Academies
  - Co-Host Training

- Co-Enrolled Cases
  - Delayed Candidates
Workforce Partners: Nebraska

- American Job Centers (Department of Labor) Grants/High Wage, High Demand (Transportation Distribution and Logistics, Manufacturing, and Information Technology)

- **Employ Meetings**
  - Employment opportunities
  - Guest Speakers
  - In-person and Drive through Career fairs
  - Business information/job Leads to partners
Workforce Partners: Kentucky

- Collaborations with one-stop partners and their sector initiatives for healthcare, manufacturing, and Information Technology
- Membership with the business service team, use of data contact management system
Workforce Partners: Georgia

- Workforce Development System coordinated through the Technical College System of Georgia

- VR Re-Organization to Strengthen VR Field Services, VR Employment Services and Workforce Collaborations
Business Partners
For Business

- Dual-Customer Approach
- Cultivate workforce development
- All states found it beneficial to develop business relationships and networking with businesses.
- States track engagement through their electronic data system and/or Salesforce
Advancing Incumbent Works

- Upskill/Backfill Model
  - Promote autonomy, stability and economic self-sufficiency.
  - Goal to obtain a single, stable, well-paying job with benefits
  - Upskill incumbent workers with the business they are currently working and backfill with individuals with disabilities who want to enter the same career pathway.
Nebraska Training Businesses

- Trainings:
  - Section 503
  - ADA
  - Disability Awareness
  - Disability Etiquette
  - Ergonomic Assessments
Nebraska

- Mutual of Omaha
- Advancing Incumbent Workers at Businesses
- VR Certificate Programs
Virginia Work Partnerships

- Hershey Boot Camp
- Wilson Workforce Rehabilitation Center Credential Training and Pre-apprenticeships
- Virginia
  - Demand Side meetings
  - Loaner Library lending
  - Academy guest speakers
Virginia Work Partnerships (continued)

- Paid Internships
  - VA Dept of Transportation
  - IT 4 Causes
  - Southside Community Dev. & Housing
  - Va Dept of Social Services
- Tech for Troops
  - Purvis Chiropractic Clinic
  - InterCon
  - Light sheet
Virginia and Employer Associations

- Northern Virginia Tech Council
- Virginia Manufacturers Association
  - Embedded employee within the association
  - Participation with conferences, Town Halls
  - Development of Lean Accessibility Training
  - Manufacturing Round Table
Kentucky Business Relationships

- Building Business Relationships through “Asks”
- Encouraged employers to sponsor tours for consumers and/or staff and partners
- Encouraged employer collaboration in Reverse Job Fair events
- Leveraged connections with the Coalition for Workforce Diversity in Louisville
Kentucky: Employer Tours

norton healthcare
topworx
cold house
santa rosa system
gall hill senior
amerisource bergen
episcopal church
bostik warehouse
census bureau
computershare
computershare
galactic union
tech health services
comic book casino
walgreens
norton audubon hospital
lady of peace
kentucky science center
power management group
paypal business
jefferson manor
metro park dept
franciscan home
board of education
masonic home
appalachian regional health spectrum
siemens rail automation

Georgia

- Roosevelt Warm Springs Credential Training and Work Based Learning Experiences - Robotics, Computerized Numerical Control (CNC), Low Voltage Wiring and 3D Printing

- Georgia (networking with Business)
  - Business network was established across the state to network employment opportunities and provide assistance to employers to realize WIOA expectations
Pathways Exploration Tools
Virtual Job Shadow

- Career Exploration
- Close Captioned Videos
- Life Skills Instruction
- Flex Lessons
- Career Interest Inventories
- Student Surveys
- Inclusive Employment Philosophies
- Report Options for Monitoring Usage & Completion of Assignments
- Pre-Employment Transition Services Opportunities
- Cost Effective Service Delivery Method
Career Pathways for Georgia

- Culture Shift - Job Placement to Career Development
- Fostering Collaboration - Students, LEA staff and VR staff
- Career Exploration & Career, Pathways
- Virtual Job Shadow - "Platform of Opportunity"
- New Paradigm & the Future - Legacy of the Grant
Career Pathways for Georgia

- Career Exploration
- Videos
- Life Skills
- Flex Lessons
- Interest Inventories
- Student Surveys
- On-Line Access for
- Virtual Activities & Reports
Exploration Tools: Nebraska

- Purchased Virtual Job Shadow for use with students and adults
- Used to assist clients to understand advancement opportunities
Exploration Tools: Kentucky

- Pre-employment Transition Services virtual PATH Camp for students with Visual Impairments - Group application
  - Via Zoom - Discussion of soft skills, and job preparation from the Life Skills area, use of Career Cluster Interest Survey.
- Future use at both VR rehabilitation centers for job readiness preparation
Exploration Tools: Virginia

- Academies
- Virtual Job Shadow
  - Used primarily with Pre-employment Transition Services and young adult clients, and as an evaluator tool during Pandemic.
  - Flex Lessons have been helpful to keep users engaged.
Other Notable Pathways Exploration Tools

- Career Index Plus: https://thecareerindex.com/dsp_intro.cfm
- Pathsource: https://app.pathsource.com/users/sign_in
- O*NET: https://www.bls.gov/ooh
- My Next Move: https://www.mynextmove.org
- WINTAC Explore Work: https://explore-work.com
Progressive Employment activities were used in the career planning process.

- Informational Interviews
- Job Shadow
- Tours
- Mock interviews with employers
- On-the-job evaluations
Career Pathways Projects: Sustainability Variables and Additional Resources
Sustainability of the Projects: Nebraska

- Training VR Staff on the Career Pathway Model.
- Nebraska VR staff Conference May 2021.
- Career Pathway Toolkit.
- Presenting at Annual Summit on Performance Management Excellence
Sustainability of the Projects: Virginia

- Leadership Support
- Train the Trainers for staff to coordinate activities in the future
- Employer connections remain strong with Business Services continuing to collaborate
- Partnerships are on-going
- Events coordinated by teams established prior to grant end
- Resources available on a variety of platforms
Sustainability of the Projects: Georgia

- Implement processes and procedures to strengthen the relationship and partnership of VR Field Staff and the GA DOE CTI Instructors through joint planning with students to develop self-determination and support a culture of career development.

- Use Virtual Job Shadow as a shared platform with the GA DOE to support career exploration of careers and relationship to Career Pathways.

- Provide virtual VR staff training sessions and a virtual statewide Career Pathways Conference to integrate the best practice gleaned from the CPID grant to serve students with disabilities, increase student Career Pathway participation and maximize resources available to students with disabilities through the VR continuum of services.
Sustainability of the Projects: Kentucky

- Use the Project CASE toolkit of materials for ongoing staff training in providing VR services through a Career Pathway lens.
- Infuse the VR Employment Specialist role with the promising practices of the Career Pathways Coordinator role: connecting consumers to partner initiatives for training and job readiness; connecting post-secondary and business tours; keeping emphasis on skill development before job placement.
- Communicate with our workforce partners differently by using our own descriptive data to show them individuals with disabilities who are trained and job ready in a variety of sectors.
- Provide Pre-employment Transition Services through a Career Pathway lens with an emphasis on hands-on, out-of-the classroom work-based learning.
Toolkits and Resources

- The Nebraska/Virginia Career Pathway Toolkit
  https://www.explorevr.org/toolkits/cpid-toolkit/introduction

- Kentucky’s Project CASE Toolkit - available on both the National Clearinghouse on Rehabilitation Training Materials (NCRTM) and the American Institutes for Research (AIR) Career Pathways webpage
CPID Demonstration Projects: Legacy
C PID Legacy: Kentucky

The greatest legacy of the grant is the relationships developed with our workforce partners in the two grant regions, and the doors that opened and will continue to open for VR Consumers.

Those new-found relationships gave VR staff an updated understanding of local training initiatives in manufacturing, computer-related careers, and healthcare.

VR gained additional knowledge about how to refer young adults with disabilities to WIOA Youth Services programs for work experiences and internships.
CPIID Legacy: Georgia

Recognizing the potential impact of strengthening the relationship between VR staff, Ga DOE CTI staff and the students we jointly work with has been a major outcome of the grant.

Working in silos within an agency or with our education partners limits the potential benefits that can be realized through teamwork and collaboration. The use of technology to maximize this collaboration will change how VR approaches Transition case management over the years ahead.

The greatest legacy of the grant is the training opportunities in case management related to Career Pathways that will result in a change in culture to student career development vs. a traditional job placement culture within our agency.
CPI Legacy: Nebraska

Upskill/Backfill Model

- Upskilling clients to advance within their career pathway
- Backfilling with clients from 110 program
- Economic self-sufficiency for individuals with disabilities
C PID Legacy: Virginia

The integration of career pathways strategies into Virginia's VR practices enhances VR offerings, providing capable clients specialized supports and postsecondary training opportunities that can lead to quality employment outcomes in high demand industry sectors, along with an opportunity for future career advancement.
Thank you!

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