

Customized Training: An Inclusive Employment Training Option in Vocational Rehabilitation (VR) Practice

Dr. Edward Manyibe, Langston University
Neil McNeil, Institute for Community Inclusion
Tiffany Smith, Jobs for the Future



Rehabilitation Research and Training Center (RRTC)
on Research and Capacity Building for Minority Entities

Job-Driven VR Technical Assistance Center Goals

Improve skills of state VR agency staff, other rehab professionals & providers of VR services, who are trained to provide “job-driven” VR services & supports to PWD, employers & customized training providers.

Four Topic Areas:

1. Business Engagement
2. Employer Supports
3. Labor Market Information (LMI)
4. Customized Training Providers

www.explorevr.org



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Job-Driven Center Partners

Institute for Community Inclusion (ICI) at Univ. of Massachusetts, Boston

In Partnership with:

Jobs for the Future (JFF)

Univ. of Arkansas

Univ. of Washington

Council of State Administrators of Vocational Rehabilitation (CSAVR)

United States Business Leadership Network (USBLN)

Association of University Centers on Disabilities (AUCD)

In Collaboration with:

National Council of State Agencies for the Blind (NCSAB)

Technical Assistance Center Collaborative



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Dr. Edward Manyibe, Langston University



Edward O. Manyibe, Ph.D., CRC, is currently Research Associate Professor and Research Capacity Building Director at the RRTC on Research and Capacity Building for Minority Entities, Langston University. Dr. Manyibe is currently Co-Principal Investigator of several federally-sponsored research projects and technical assistance efforts focused on research capacity building for minority serving institutions and empowering traditionally underserved populations. His primary areas of research include Research Capacity Building, Mentorship, Disability policy in developing countries, and Rehabilitation Outcomes.



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Langston University Research and Training Center (RRTC) on Research and Capacity

Mission:

The mission of the Langston University RRTC is to improve minority entities' (e.g., HBCUs, Hispanic-serving institutions [HSIs], and American Indian tribal colleges/universities [AITCUs]) disability and rehabilitation research capacity and infrastructure by conducting a programmatic line of research examining experiences and outcomes of persons from traditionally underserved racial and ethnic populations and communities and capacity-building efforts.

The Langston University RRTC serves as a center of national excellence in rehabilitation, research capacity building, and research infrastructure research.



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Tiffany Smith, Jobs for the Future



Tiffany Smith is a director at Jobs for the Future (JFF) where she delivers workforce development solutions to improve the employment success of JFF target populations by providing labor market information to internal and external clients for demand-driven programs. Tiffany has also worked as a policy advisor for the Employment and Training Administration (ETA), where she focused on the implementation of data- and performance-related aspects of the Workforce Innovation and Opportunity Act, and at the New Jersey Department of Labor and Workforce Development where she served as Director of Workforce Research & Analytics, overseeing analysis of labor market data, workforce program performance, and evaluations of program outcomes in support of the state's talent development efforts.



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Webinar Objectives

- Identify and explore employment barriers that people with disabilities from racial and ethnic minorities and other diverse populations experience.
- Present Customized Training (CT) practices and programs that demonstrate the benefits of CT for employment success.
- Identify outreach efforts that support the development of CT programs and inclusion of a diverse range of people with disabilities in CT.



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Employment, Disability Status and Intersecting Identities



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ExploreVR



About Jobs for the Future (JFF)

OUR MISSION

Jobs for the Future works to ensure that all lower-income young people and workers have the skills and credentials needed to succeed in our economy.

OUR GOALS

The promise of education and economic mobility in America is achieved for everyone.



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OUR VISION

To achieve our mission, we focus on three goals:

1. All lower-income young people graduate high school on a clear path to college completion and career success.
2. All underprepared students gain the skills they need to earn postsecondary credentials with high labor market value.
3. All lower-skilled workers obtain the education and training required to move into family-supporting careers with clear paths for advancement.

1. Preparing for College and Career

Pathways to Prosperity Network: <http://www.jff.org/initiatives/pathways-prosperity-network>

2. Earning Postsecondary Credentials

Student Success Center Network:

<http://www.jff.org/initiatives/postsecondary-state-policy/student-success-center-network>

Accelerating Opportunity: <http://www.jff.org/initiatives/accelerating-opportunity>

3. Advancing Career and Economic Growth

Apprenticeships for the Future:

<http://www.jff.org/initiatives/apprenticeships-future>



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2015 Employment Rates for working age people (ages 21–64)*

35.2%

WITH
DISABILITIES

78.3%

WITHOUT
DISABILITIES



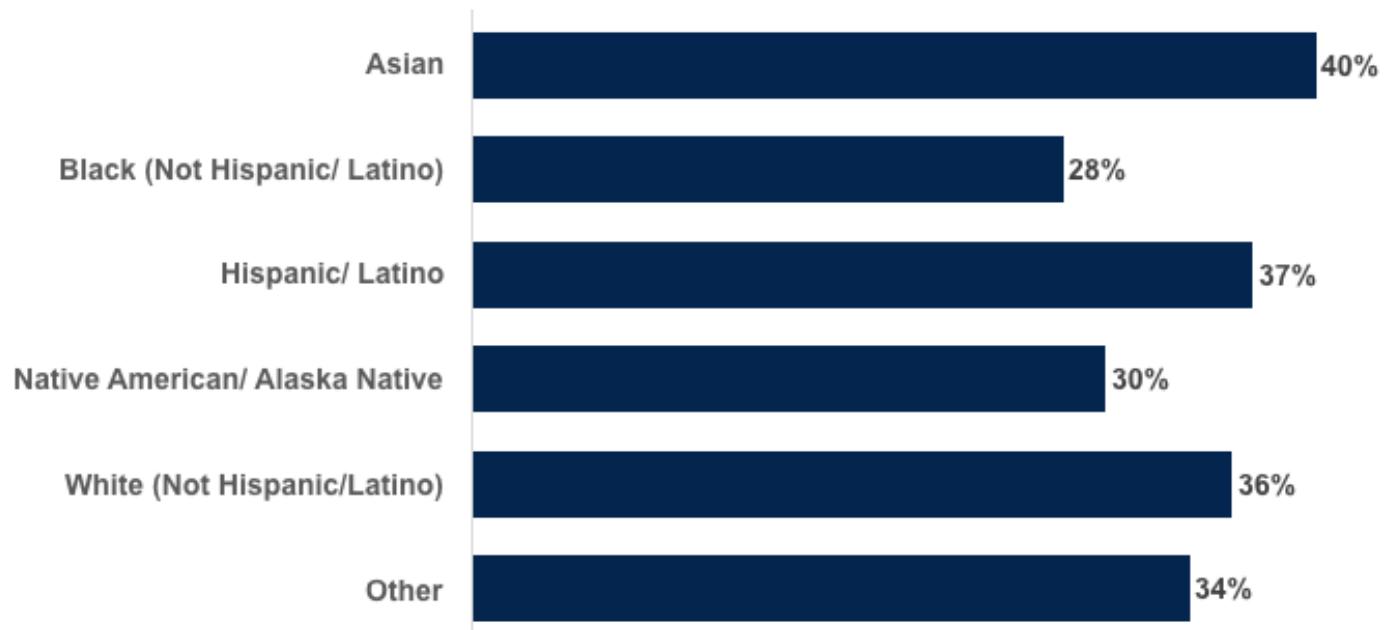
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*Statistics from the 2015 American Community Survey, compiled in the [2015 Disability Status Report](#) produced by Cornell University

DISABILITY STATUS AND RACIAL/ETHNIC IDENTITY

2015 Employment Rates for People with Disabilities by Race/ Ethnicity*

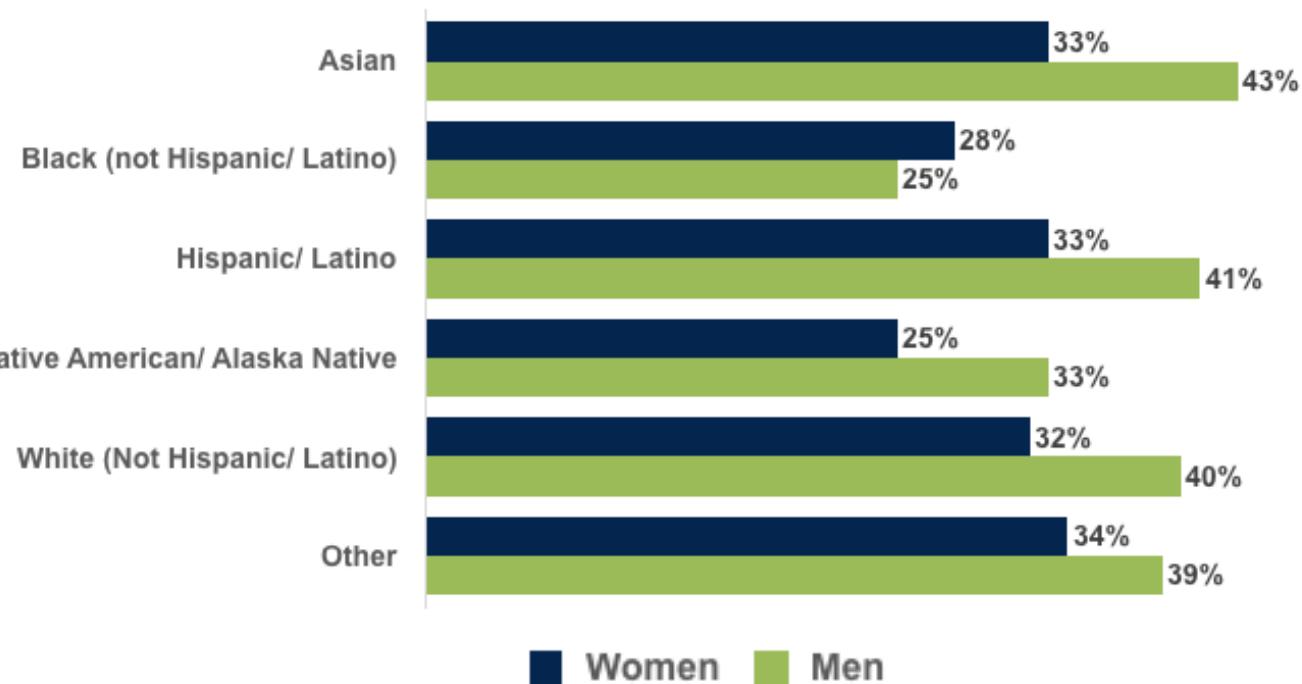


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*Data from the 2015 American Community Survey compiled by Cornell University at
www.disabilitystatistics.org

DISABILITY STATUS, RACE AND GENDER

2015 Employment Rates for People with Disabilities by Race/ Ethnicity and Gender*

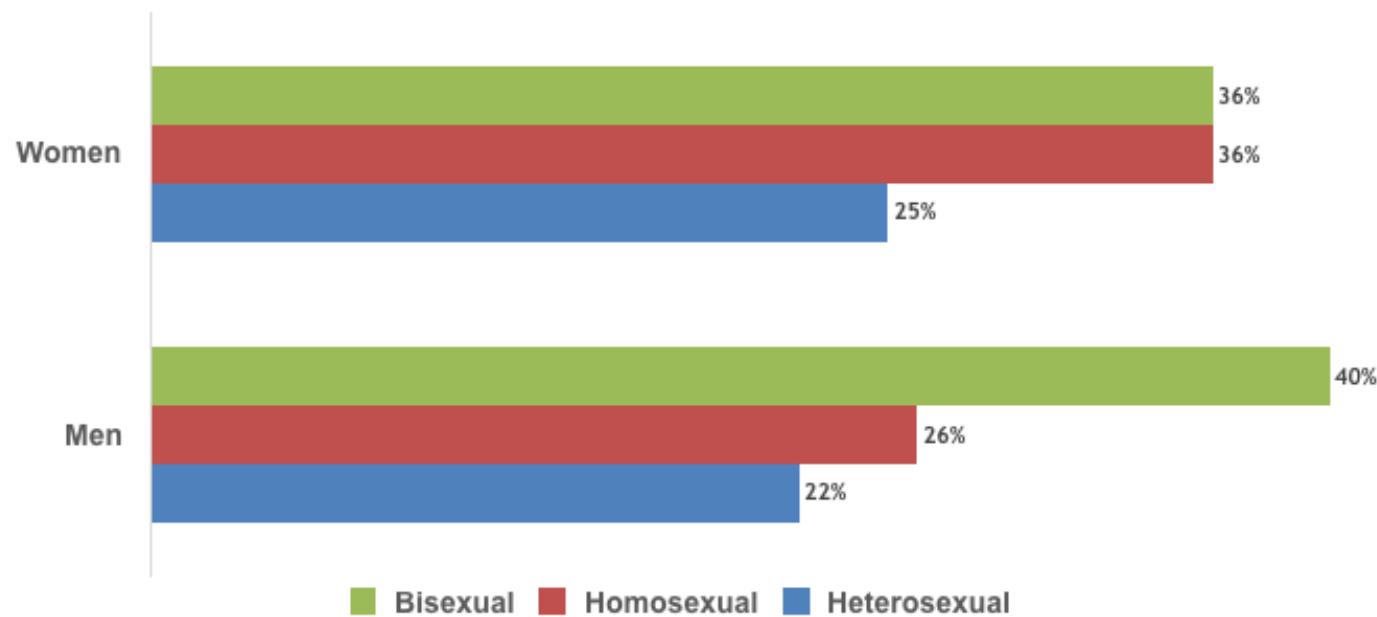


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*Data from the 2015 American Community Survey compiled by Cornell University at www.disabilitystatistics.org

DISABILITY STATUS AND SEXUAL ORIENTATION

Disability Among Lesbian, Gay, and Bisexual Adults*



*Data from Disability Among Lesbian, Gay, and Bisexual Adults: Disparities in Prevalence and Risk available at <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3490559/>

Intersectionality Matters



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Neil McNeil, Institute for Community Inclusion

Neil McNeil began at the UMass Boston Institute for Community Inclusion (ICI) in 2010 developing and providing VR agency training and technical assistance. He has worked his entire career as a VR professional at the Massachusetts Rehabilitation Commission as a counselor, manager, supervisor, and regional director before joining the ICI.



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Vocational Rehabilitation Legislation identifies the “Traditionally Underserved”

- Section 21 Rehabilitation Act
- Section 409 of the Workforce Innovation and Opportunity Act

Goal is to remedy inequitable treatment found by Congress affecting African Americans, Indian Americans, Hispanic Americans, and Asian Americans within the VR system.



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Institute on Rehabilitation Issues (IRI)

Recommendations

“Find, Discover, Design, Respond”

Use Comprehensive Statewide Needs Assessment (CSNA) to assess needs and issues

- Staffing
- Training
- Access to Services
- Community Involvement



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Workforce Innovation & Opportunity Act (WIOA)

- Creates improvements in services to low income workers and those with barriers to employment
- Increases focus on training and career pathways
- Effectively improves VR program's ability to meet the needs of underserved populations



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Benefits of Customized Training

- Responsive to needs of business
- Leads to quality employment outcomes
- Opens career pathways
- Enhances VR's visibility with businesses
- Opportunity for creative partnerships
- Connects VR client directly with employer



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Connecticut Bureau of Rehabilitation Services

Business + VR Agency + Community Rehabilitation Provider

Re-thinking a traditional service delivery model....



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Mohegan Sun Resort and Casino



Mohegan Sun

Visit the ExploreVR Job-Driven Customized Training Toolkit to watch a video about Mohegan Sun:

<http://www.explorevr.org/toolkits/customized-training-toolkit/promising-practices>

- Ninth largest employer in Connecticut
- Training in all phases of the hospitality sector
- CRP (Community Enterprises) “embedded” in company
- Over 125 clients placed in employment



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Utitec

Small manufacturer of precision machine parts for medical, semi-conductors, aerospace, and semi-conductors

- Working Interviews
- Work based assessment
- Permanent jobs
- CRP on site support



Visit the ExploreVR Job-Driven Customized Training Toolkit to watch a video about Connecticut's training with Utitec:
<http://www.explorevr.org/toolkits/customized-training-toolkit/promising-practices>



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Maryland Division of Vocational Rehabilitation Services

VR Workforce and Training Center + Community College +
Business

Transformation of a Comprehensive State-Operated
Rehabilitation Center



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Maryland Division of Vocational Rehabilitation Services



Partnership Training Programs

- Professional Animal Care Worker
- Warehousing Technician
- Certified Child Care Provider

Visit the ExploreVR Job-Driven Customized Training Toolkit to watch videos about Maryland VR's Partnership Training Programs:
<http://www.explorevr.org/toolkits/customized-training-toolkit/promising-practices>

Business-Based Customized Training

- Safelite Auto Glass
- CVS Pharmacy
- Hyatt Regency
- Auto Collision Repair
- Auto Detailing



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Safelite Auto Glass Training



Safelite Auto Glass Repair
and Installation Technician Training

Visit the ExploreVR Job-Driven Customized Training Toolkit to watch a video about Safelite Auto Glass Repair and Installation Technician Training Program:

<http://www.explorevr.org/toolkits/customized-training-toolkit/promising-practices>



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Nebraska Vocational Rehabilitation: “Responding to the Demand for Middle Skills Jobs”

Business-Driven Partnerships:

- Business
- VR
- Community College



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Business-Driven Certificate Customized Training Programs

- HVAC
- Welding
- Auto Tech
- Electrician Helper



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Nebraska VR's Certificate Customized Training Programs



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Questions?

Comments?



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