

Job-Driven Technical Assistance Center
(JD-VRTAC)

Labor Market Information: An Embarrassment of Riches or Fool's Gold?

Libin Zhang and Rick Kugler, ICI

Rob Hines, DSHS/DVR

Lindy Foley, Nebraska VR



Job-Driven 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



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



Webinar Objectives

- Help VR counselors and employment specialists in identifying relevant LMI
- Help supervisors guide counselors to incorporate LMI into their tasks
- Share stories of using LMI from two state VR agencies (Washington DVR and Nebraska VR)



Goal Setting

- Two systems: VR and LMI
- To integrate LMI into VR to help improve the job prospects of PWD



Use of LMI in SVRAs

- Two types: traditional and real-time
- 94% of SVRAs (N=61 out of 65) reported they use LMI
- 15 of 61 (25%) agencies reported that they use real-time LMI
 - All 15 agencies that reported using real-time LMI also used traditional LMI



How LMI is Used by VR

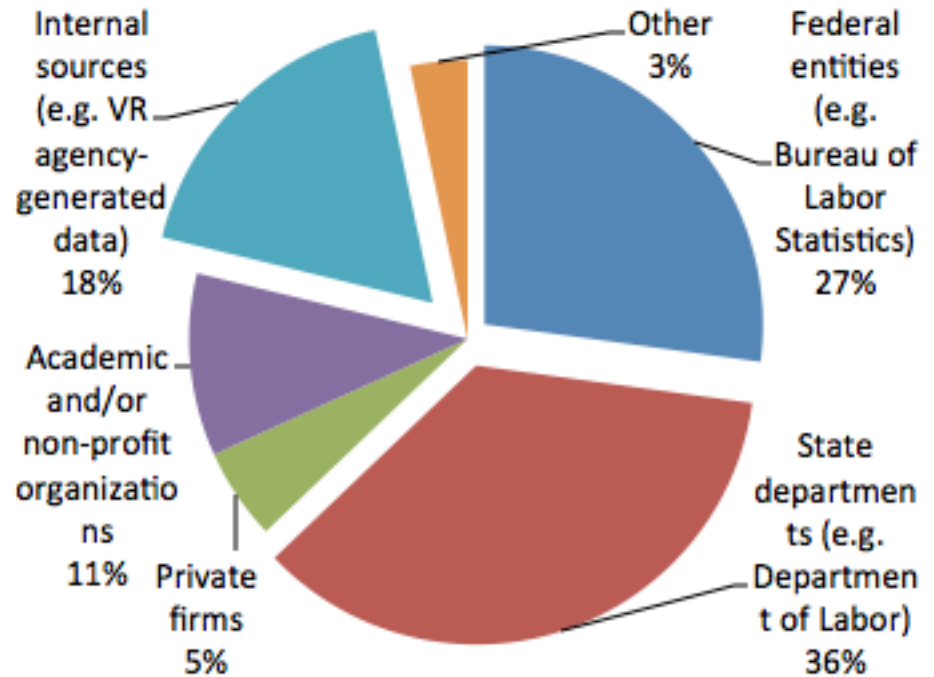
National Survey of VR Agencies and Business Relations, 2014

	Traditional (N=59)	Real-time (N=15)
To assist consumers in making an informed choice about their vocational goal	56	15
To inform job placement	51	13
To identify business partners	37	10
To identify training initiatives	32	9
To communicate with businesses	32	9
To support strategic planning	31	8
To evaluate programs	21	5



Data Sources: Traditional LMI

Source	N
State departments (e.g. Department of Labor)	54
Federal entities (e.g. Bureau of Labor Statistics)	41
Internal sources (e.g. VR agency-generated data)	27
Academic and/or non-profit organizations	16
Private firms	8
Other	5



Challenges

- Not specific enough
- Not up-to-date
- Complex
- Overwhelming
- Other challenges



Expectations

- Availability of job openings are frequently misunderstood
- VRCs can help with knowledge about “in-demand” and “in-decline” occupations, the requirements, environment, skills needed, etc.
- WIOA = “21 century understanding of LMI...”

Implementing Change in the Age of WIOA: Mid-managers Supporting Counselors in the Use of LMI

<http://www.explorevr.org/content/implementing-change-age-wioa-mid-managers-supporting-counselors-use-lmi>



LMI as a Component of Informed Choice

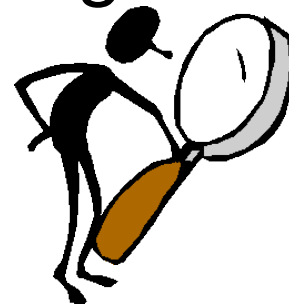


- A resource, not an oracle
- Less the driver and more like a GPS
- Basically three types of LMI, they each have strengths and limitations
- The “reality” of an occupation will vary across work environments



LMI “Off the Grid”: Learning from On-the- Ground Reconnaissance

- Nuance and culture exists across organizations that databases just don't capture
- Fill in knowledge gaps
- The VRC and client can benefit from the knowledge acquired through VR Business Reps and CRPs



Using LMI to be Expansive Rather Than Restrictive

- LMI can be a “reality” check but handle with care



- VRCs have the counseling skills, use LMI to crosswalk and explore possibility

Case study-- Go to:

<http://www.explorevr.org/toolkits/labor-market-information>

...then click on the “Uses” tab



Washington DVR

Structure, LMI, and WorkSource.WA

Rob Hines

Area 2 Manager, Seattle



Organizational Structure

- Department of Social and Health Services
 - Rehabilitation Administration
 - DVR
- 3 Areas
- 300 Staff
- 40 Offices
- 18 Business Specialists
- Business Relations Manager



LMI Use

- Supports client choice
- Favors grass-roots
- “Sector Strategy” skepticism
- Linked to Vocational Assessment
- Variable application
- Training opportunities abound



WorkSourceWA.com

The screenshot shows the WorkSourceWA.com website in a web browser. The browser's address bar displays "https://www.worksourcewa.com/". The page features a search bar with the text "Search thousands of jobs on WorkSource Washington:" and a search button. Below the search bar, there are links for "JOB SEEKER" and "EMPLOYER". The main navigation bar includes "My WorkSource", "Career tools", "Resources", and "About us". A large banner image shows a man and a woman looking at a computer screen. Below the banner, there are three main sections: "JOB SEEKER FIND THE RIGHT OPPORTUNITY.", "WELCOME TO WORKSOURCE WASHINGTON", and "EMPLOYER FIND THE RIGHT CANDIDATE.". At the bottom, there is a section titled "Connect to important resources" with five icons and labels: "Washington HealthPlanFinder", "Workshops and hiring events", "Economic information", "Unemployment benefits", and "Explore careers".

WorkSource

Search thousands of jobs on WorkSource Washington:

Title, keyword or job number Where?

My WorkSource - Career tools - Resources - About us - Select language

JOB SEEKER
FIND THE RIGHT OPPORTUNITY.

WELCOME TO
WORKSOURCE
WASHINGTON

EMPLOYER
FIND THE RIGHT CANDIDATE.

Connect to important resources

Washington HealthPlanFinder Workshops and hiring events Economic information Unemployment benefits Explore careers



Resources & Contacts

Washington DVR Website

<https://www.dshs.wa.gov/ra/division-vocational-rehabilitation>

WorkSourceWa

<https://www.worksourcewa.com/>

Rob Hines 206-273-7105

Robert.hines@dshs.wa.gov





Lindy Foley, Program Director for Employment
Services



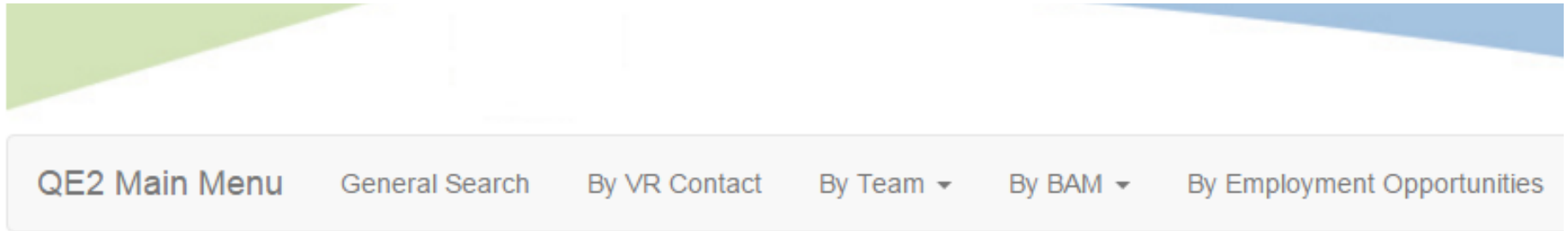
Nebraska VR

- Our Infrastructure
- Our Mission: We help people with disabilities prepare for, obtain, and maintain employment while helping businesses recruit, train, and retain employees with disabilities.



Labor Market Information

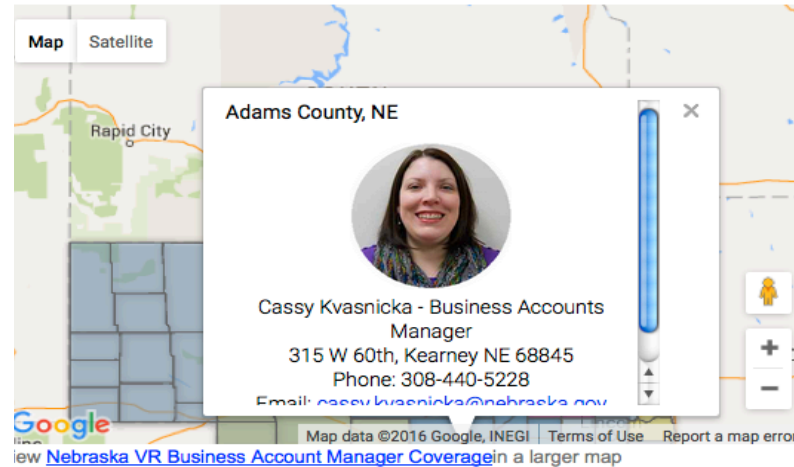
Collecting Information from Businesses



Contact a Business Account Manager or an Employment Specialist

Business Account Manager or an Employment Specialist can assess your employee needs at the work place and make sure those needs are met. They work with employers and employees to accommodate people with disabilities. The goal is to help the employee be productive and fit into workplace culture while providing the employer with a quality employee.

Find a Business Account Manager or an Employment Specialist for your business needs:



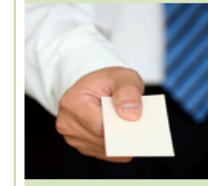
View [Nebraska VR Business Account Manager Coverage](#) in a larger map

Nebraska VR fact:

We can help you to tap into an underutilized pool of talent and benefit from additional incentives.

Nebraska VR
Where your future begins

Business



[in Nebraska VR - Vocational Rehabilitation](#)

Tell Us About Your Business

Business name:

City:

Your name:



Labor Market Information

- Using LMI to inform our Work
- Sharing timely Information





Recommended Action Items

- 1. Know your area
- 2. Use LMI as a counseling tool to identify needed skills
- 3. Real-time job matching
- 4. Projection matters



Self-check Questions

- What is your go-to-resource to understand the labor market?
- What part of your daily work do you think LMI fits in?
 - How do you engage VR consumers by using LMI?
 - Are there any barriers and what do you suggest to remove those barriers?
- How do you want LMI to be made readily accessible?
 - *Data source, data types (parameters), data format, and dashboard improvement.*
- What kind of training and infrastructure is needed for better use of LMI?



Contact Information:

Lindy Foley, lindy.foley@nebraska.gov

Robert Hines, hinesr@dshs.wa.gov

Rick Kugler, Rick.Kugler@umb.edu

Libin Zhang, Libin.Zhang@umb.edu

For information on the JD-VRTAC go to:

<http://www.explorevr.org/>

