Job-Driven Technical Assistance Center (JD-VRTAC)

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

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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)

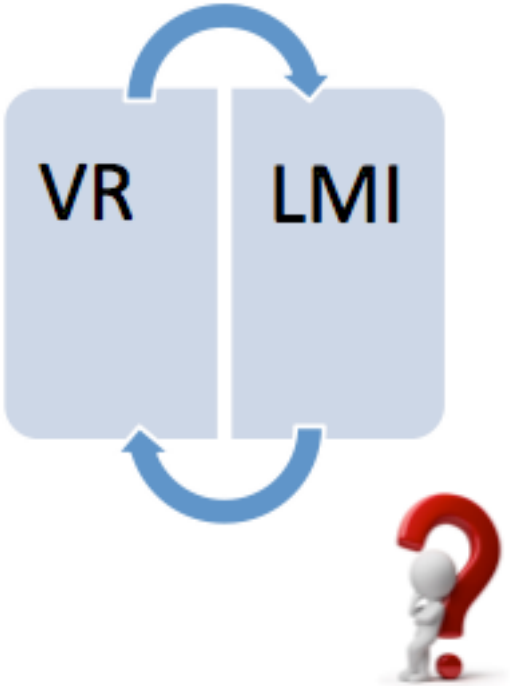
•Technical Assistance Center Collaborative

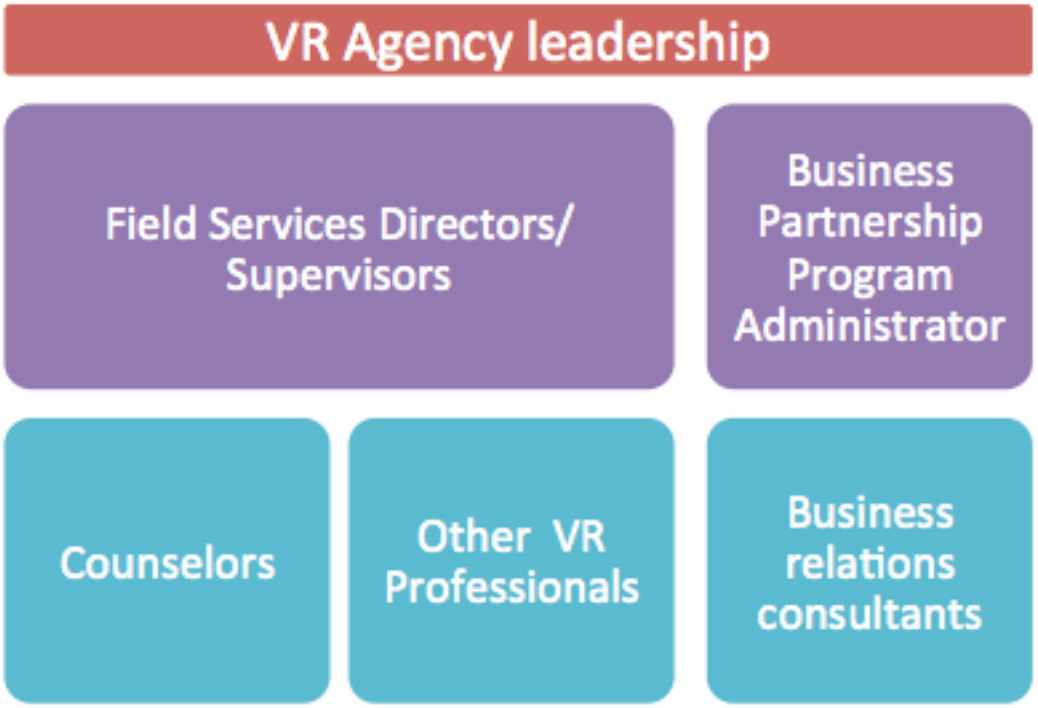
Webinar Objectives

- 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

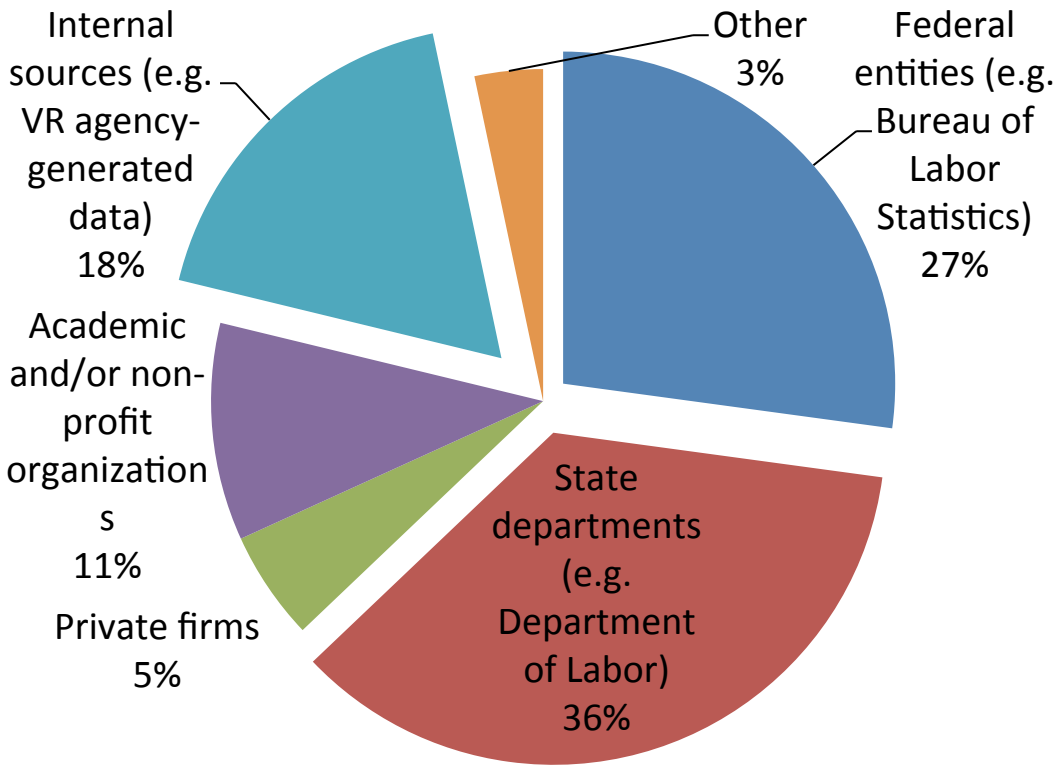
How LMI is Used by VR

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

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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

Washington State Department of Social & Health Services
Transforming lives

ExploreVR

Organizational Structure

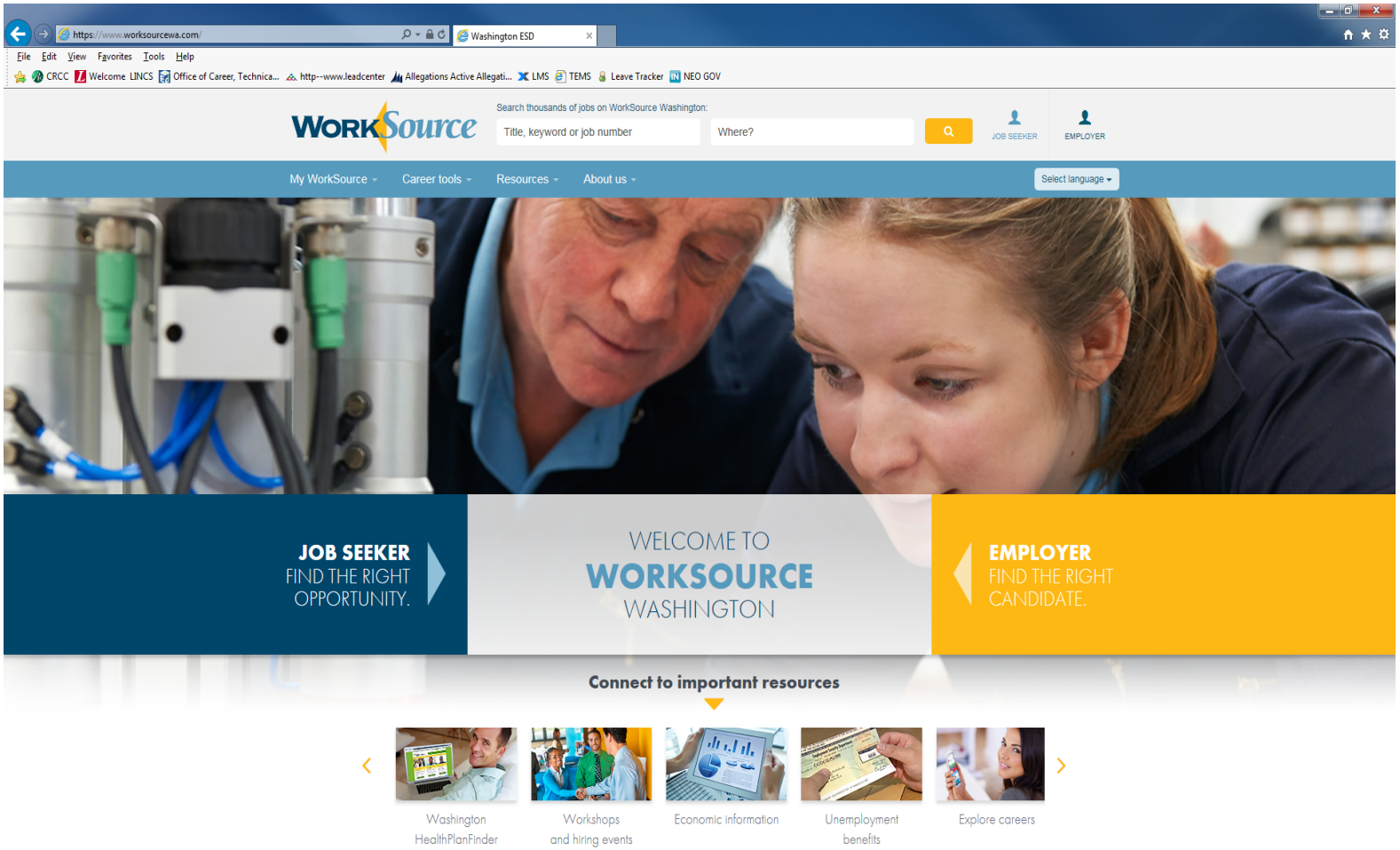
- Department of Social and Health Services
  - Rehabilitation Administration
    - DVR

- 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



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

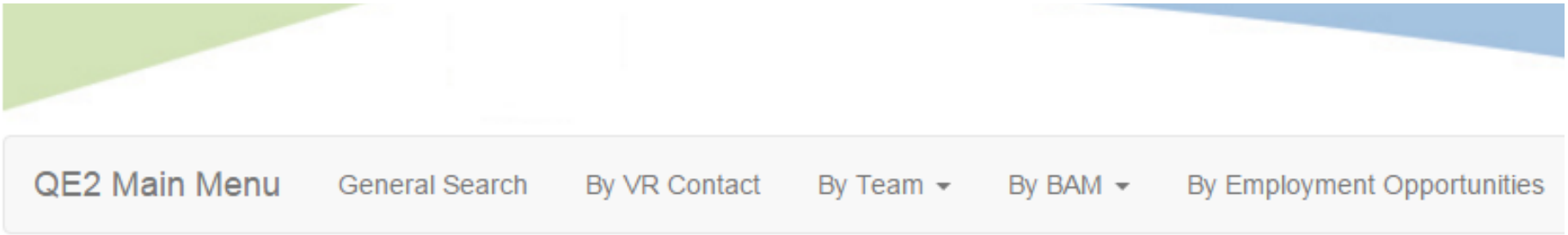
Nebraska VR

- 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



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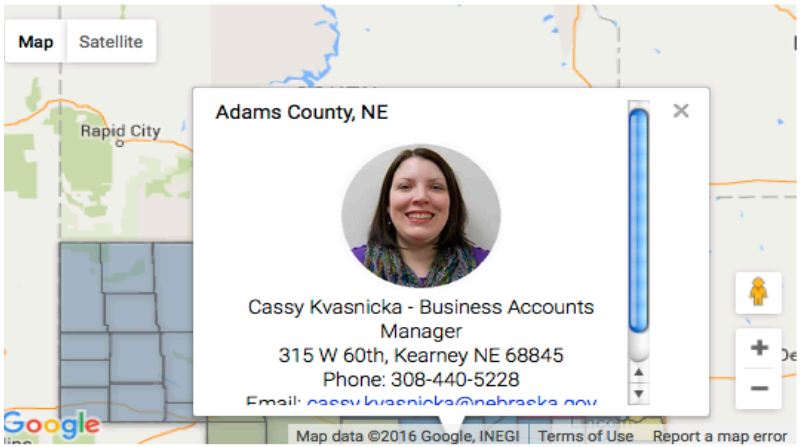
Contact a Business Account Manager or an Employment Specialist

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

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



iew Nebraska VR Business Account Manager Coverage in a larger map

ell Us About Your Business

usiness name:

ity:

our name:

Print Text Only

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

Nebraska VR - Vocational Rehabilitation

Explore VR

Labor Market Information

- Using LMI to inform our Work
- Sharing timely Information

VR

NEBRASKA

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 fit 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:

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Libin Zhang, Libin.Zhang@umb.edu

For information on the JD-VRTAC go to:

http://www.explorevr.org/