

NATIONAL CONFERENCE

AUGUST 2-3, 2017 | HYATT REGENCY • BETHESDA, MARYLAND

Meeting Employer Demand in a Job- Driven Economy: Diversity, Inclusion, and VR's Evolving Role



Hosted by the Job-Driven Vocational Rehabilitation Technical Assistance Center (JD-VRTAC) and
Vocational Rehabilitation Research and Training Center on Demand-Side Strategies (Demand-Side RRTC)



Explore VR
Informing Research, Policy, and Practice

The JD-VRTAC and Demand-Side VR-RRTC have partnered to host this National Conference. The JD-VRTAC is funded by the Rehabilitation Services Administration (RSA) within the US Department of Education under grant #H264A140002. The Vocational Rehabilitation Research and Training Center on Demand-Side Strategies (Demand-Side RRTC) is funded by

the National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR) Grant # H133B120002. The JD-VRTAC and the Demand-RRTC are national centers housed at the Institute for Community Inclusion (ICI) at the University of Massachusetts Boston. The centers are part of ExploreVR, the data hub for a group of vocational rehabilitation research projects at ICI.



9:00–9:20am

WELCOME **REGENCY BALLROOM**
Tom Sannicandro, Julisa Cully, and Cecilia Gandolfo, JD-VRTAC

9:20–10:20am

OPENING PANEL: HOW VR MEETS EMPLOYER DEMAND AND CLIENTS' EMPLOYMENT NEEDS..... **REGENCY BALLROOM**

Moderator: *DeBrittany Mitchell, JD-VRTAC, Demand-Side RRTC*

- *Dr. Susan Foley, Institute for Community Inclusion (ICI)*
- *Mark Schultz, Nebraska Vocational Rehabilitation*
- *Daniel Frye, New Jersey Commission for the Blind and Visually Impaired*
- *Emily Malsch, United States Business Leadership Network (USBLN)*

SESSION 1: BUSINESS AS A CUSTOMER

10:25–11:05am

GENERAL SESSION PANEL: RESEARCH, POLICY, AND PRACTICE..... **REGENCY BALLROOM**

Moderator: *Dr. Dana Jefferson, JD-VRTAC*

- **Research:** *Dr. Susan Foley, JD-VRTAC, Demand-Side RRTC*
- **Policy:** *Mary Wright, JD-VRTAC*
- **Practice:** *Kathy West-Evans, Council of State Administrators of Vocational Rehabilitation (CSAVR), JD-VRTAC, Demand-Side RRTC*

11:05–11:15am

BREAK

11:15am–2:00pm

GENERAL SESSION PANEL: BUSINESS ENGAGEMENT AT THE NATIONAL, STATE, & LOCAL LEVELS **REGENCY BALLROOM**

Moderator: *Linda Mock, JD-VRTAC, Demand-Side RRTC*

- **Jeanne Miller, JD-VRTAC:** *Business engagement practices in the field*
- **Yvonne Wright, Missouri Vocational Rehabilitation:** *State-level business engagement and partnerships*
- **John Marchioro, Illinois Department of Rehabilitation Services:** *Regional business engagement and partnerships*
- **Morgan Rincon, Oregon Commission for the Blind:** *Engaging businesses statewide while ensuring blind and visually impaired individuals find competitive, integrated employment*

12:00–1:15pm

LUNCH (ON YOUR OWN)

1:15–1:25pm

WELCOME BACK REGENCY BALLROOM

Julisa Cully and Cecilia Gandolfo, JD-VRTAC

1:25–2:10pm

BREAKOUT SESSIONS: LABOR MARKET INFORMATION, SECTOR STRATEGIES, AND COMMUNITY REHABILITATION PROVIDERS (CRPS)

BREAKOUT ROOM: HOW CAN VR USE LMI TO ENGAGE BUSINESS?..... SUSQUEHANNA/SEVERN

Moderator: *Paula Pottenger, JD-VRTAC*

- **Amanda Gerson, New Jersey Commission for the Blind and Visually Impaired:**
Labor Market Information Training and Implementation
- **Michael Quinn, Alabama Department of Rehabilitation Services;**
Libin Zhang, JD-VRTAC, Demand-Side RRTC:
The Creation, Implementation, and Challenges of Rolling Out an LMI Dashboard in Alabama and Preliminary Perspectives of Users

BREAKOUT ROOM: SECTOR STRATEGIES DIPLOMAT/AMBASSADOR

Moderator: *Russ Thelin, JD-VRTAC*

- **Kartik Trivedi & Susan Foley, JD-VRTAC, Demand-Side RRTC;**
Mark Schultz & Janet Drudik, Nebraska Vocational Rehabilitation:
"On the Origin of Species": Evolution of Middle Skills Training by Natural Selection
- **Steve Marshall, South Carolina Vocational Rehabilitation Department:**
How South Carolina VR uses sector strategies to serve the dual customer
- **Jennifer Scilacci, Colorado Division of Vocational Rehabilitation:**
How Colorado VR uses sector strategies to serve the dual customer

BREAKOUT ROOM: CRPS AND BUSINESS ENGAGEMENT POTOMAC/PATUYENT

Moderator: *Laurie Ford, JD-VRTAC*

- **Betsy Hopkins, Maine Division of Vocational Rehabilitation:**
How Maine DVR partners with CRPs to engage business
- **Shannon Myers, Iowa Department for the Blind:**
How Iowa Dept. for the Blind partners with CRPs to engage business

2:15–3:00pm

GENERAL SESSION PANEL: BUSINESS PANEL - BUSINESS PERSPECTIVE ON WORKING RELATIONSHIPS WITH VR..... REGENCY BALLROOM

Moderator: *Kathy West-Evans, CSAVR, JD-VRTAC, Demand-Side RRTC*

- **Kathy Burris, Workforce Initiatives Manager, Focus Group Lead - Abilities and Abundance, CVSHealth**
- **TBD, Wells Fargo**

3:00–3:45pm

GENERAL SESSION PANEL: WORK-BASED LEARNING EXPERIENCES – STARBUCKS IN MARYLAND.....REGENCY BALLROOM**Moderator:** Neil McNeil, JD-VRTAC, Demand-Side RRTC

- Jim Evans and Jessica Hawes, Maryland Department of Rehabilitation Services;
- Melanie Hood-Wilson, Community College of Baltimore County; Starbucks; Maryland DORS consumer

3:45–3:55pm**BREAK****3:55–4:20pm****POSTER SESSION 1****BREAKOUT ROOM.....DIPLOMAT/AMBASSADOR****LMI and the Demand Side RRTC Projects: Dashboards, Surveys, Interviews, and Sample Analysis**

- Interactive demonstration of the ADRS LMI Dashboard
Michael Quinn and Milton Moats, - Alabama Department of Rehabilitation Services
- Key survey findings from the Business Relations Survey
May-Lorie Saint Laurent & Libin Zhang, JD-VRTAC, Demand-Side RRTC
- Qualitative Interviews of VR counselors using LMI in Alabama
Libin Zhang, JD-VRTAC, Demand-Side RRTC
- LMI Catalog: Sample Analyses/ Data Visualizations
Kartik Trivedi, JD-VRTAC, Demand-Side RRTC

Apprenticeships

- Apprenticeship programs with Arkansas VR
Jonathan Bibb, Arkansas Rehabilitation Services
- Apprenticeship Programs and Disability
Tom Hooper, Jobs for the Future, JD-VRTAC

Internships and Business Partnerships

- Internships and VR Business Partnerships
Mary Otiato & Joey Buizon, Massachusetts Commission for the Blind
- USBLN Mentoring Program
Keri Gray, USBLN
- Pennsylvania's Training Program with Starbucks
Ralph Roach, Pennsylvania Office of Vocational Rehabilitation

Customized Training Programs and Partnerships

- Customized Training Partnerships with Business and the technical college system
Steve Marshall, South Carolina Vocational Rehabilitation Department
- Customized Training Partnerships with Deltech
Stacey Bragg & Ashley Kavanagh, Delaware Division of Vocational Rehabilitation
- Partnership Training Programs with VR
Melanie Hood-Wilson, Community College of Baltimore County
- Customized Training Partnerships with Business

Jim Evans, Maryland Department of Rehabilitation Services

BREAKOUT ROOM 2 SUSQUEHANNA/SEVERN

Vermont Progressive Employment Model from the ICI Research Team

- 25 Fidelity components of Progressive Employment (Progressive Employment vs. Business as usual)
Susan Foley & Dennis Moore, Demand-Side RRTC
- VTPE Video Series on ExploreVR
DeBrittany Mitchell, JD-VRTAC, Demand-Side RRTC

Vermont Progressive Employment Model – State Practices

- *Hugh Bradshaw, Vermont Vocational Rehabilitation*
- *Libby Stone-Sterling, Maine Division of Vocational Rehabilitation*
- *Morgan Rincon, Oregon Commission for the Blind*
- *Mark Shultz, Nebraska Vocational Rehabilitation*

4:20–4:30pm

BREAK

4:30–5:00pm

POSTER SESSION 2

BREAKOUT ROOM 1 SUSQUEHANNA/SEVERN

Career Pathways Projects

- Advanced Manufacturing Supplement Career Pathways
Tish Harris, Virginia Department for the Blind and Visually Impaired
- UpSkill/Backfill Model Career Pathways Project
Janet Drudik, Nebraska Vocational Rehabilitation
- Job-Driven Career Lattices Project
Stacey Bragg & Ashley Kavanagh, Delaware Division of Vocational Rehabilitation

BREAKOUT ROOM 2 POTOMAC/PATUYENT

Assistive Technology Strategies with Business and Work-Based Learning

- *Mary Ofiatio & Joey Buizon, Massachusetts Commission for the Blind*
- *Amanda Gerson, New Jersey Commission for the Blind and Visually Impaired*
- *Jonathan Richmond, Connecticut Bureau of Education and Blind Services*
- *Jason Clary, Oregon Commission for the Blind*
- *Kevin Markel, Texas Workforce Commission - Blind Services Division*

5:00pm

ADJOURN

8:45–9:00am

WELCOME REGENCY BALLROOM

Julisa Cully and Cecilia Gandolfo, JD-VRTAC

SESSION 2: ADVANCING THE HUMAN CAPITAL

9:00–9:35am

GENERAL SESSION PANEL: JOB-DRIVEN TRAINING FOR VR CONSUMERS REGENCY BALLROOM

Moderator: *Cecilia Gandolfo, JD-VRTAC*

- *VR: Training from the VR Perspective*
Joe Marrone, JD-VRTAC
- *Business: Training from the Business Perspective*
Presenter: TBD

9:40–10:25am

GENERAL SESSION PANEL: DEMAND-SIDE RESEARCH FINDINGS ON BUSINESS RELATIONS..... REGENCY BALLROOM

Moderator: *Kartik Trivedi, JD-VRTAC, Demand-Side RRTC*

- *Vermont Progressive Employment: Model Replication and Evaluation:*
Susan Foley & Dennis Moore, Demand-Side RRTC; Hugh Bradshaw, Vermont Vocational Rehabilitation
- *VR and Business Relations: State of the Research*
Kathy West Evans, Linda Mock, Melissa Alford, & May-Lorie Saint Laurent, Demand-Side RRTC

10:25–10:40am

BREAK

SESSION 3: YOUTH AND EARLY CAREER

10:40–11:20am

GENERAL SESSION PANEL: BUSINESS ENGAGEMENT STRATEGIES FOR WORKING WITH YOUTH..... REGENCY BALLROOM

Moderator: *Joe Marrone, JD-VRTAC, Demand-Side RRTC*

- *Betsy Hopkins, Maine Division of Vocational Rehabilitation: Progressive Employment and Work-Based Learning with Jobs for Maine's Graduates*
- *Ralph Roach, Pennsylvania Office of Vocational Rehabilitation: Engaging business to Hire Minors*

11:25am–12:15pm

BREAKOUT ROOM ROUNDTABLES ON WORK-BASED LEARNING FOR YOUTH

ROUNDTABLE 1: YOUTH-FOCUSED APPRENTICESHIPS..... DIPLOMAT/AMBASSADOR

Facilitator: *Jeanne Miller, JD-VRTAC*

- *Steve Marshall, South Carolina Vocational Rehabilitation Department*
- *Kim Osmani, Oklahoma Department of Rehabilitation Services*

ROUNDTABLE 2: YOUTH-FOCUSED INTERNSHIPS SUSQUEHANNA/SEVERN

Facilitator: *Vito DeSantis, JD-VRTAC, Demand-Side RRTC*

- *Joey Buizon & Mary Otiato, Massachusetts Commission for the Blind*

ROUNDTABLE 3: YOUTH-FOCUSED CUSTOMIZED TRAINING PROGRAMS POTOMAC/PATUYENT

Facilitator: *Mary Ann Bedick, JD-VRTAC*

- *Stacey Bragg & Ashley Kavanagh, Delaware Division of Vocational Rehabilitation*

12:20–12:40pm

FINAL REMARKS AND ADJOURN REGENCY BALLROOM