RETAIN Community of Practice

September 5, 2019

RETAIN | Retaining Employment and Talent After Injury/Illness Network

AIR® AMERICAN INSTITUTES FOR RESEARCH®

ODEP Office of Disability Employment Policy

The Secret is Out: Using Vocational Rehabilitation as a Resource for Your RETAIN Programs

September 5, 2019

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How to participate

- Attendees will be unmuted to interact verbally.

- You can submit questions in the question box at any time during the CoP discussion.

- If you have a question, raise your hand by using this feature.

RETAIN | Retaining Employment and Talent After Injury/Illness Network

Welcome and Introductions

Your **Name**:

Your **State**:

Your **Role**:

Please share one key area of interest to you regarding **utilizing Vocational Rehabilitation in your RETAIN Initiative.**

"Communities of practice are groups of people who share a common interest, concern or a passion for something they do and learn how to do it better as they interact regularly."

– adapted from Etienne and Beverly Wenger-Trayner, 2015[1]

[1]Wenger, E and Trayner, B. (2015). Introduction to communities of practice: A brief overview of the concept and its uses. Retrieved from https://wenger-trayner.com/introduction-to-communities-of-practice/

RETAIN TA Community of Practice Objectives

- **Build a shared understanding of requirements, national context, and common challenges** related to implementation of RETAIN Initiative.

- **Identify promising practices, innovative solutions, and tools and resources** from peer states and technical assistance providers to support States in implementation of RETAIN Stay at Work and Return to Work objectives.

- **Support states in defining specific action steps** to address challenges and needs discussed during the CoP sessions.

- **Develop peer to peer networking, support and inform RETAIN TA** activities and resource development.

Norms for Interaction

- Be Present
- Share the Air
- Assume Goodwill
- Respect What Is Shared
- Embrace Productive Disequilibrium
- Learning Culture

"*Coming together is a beginning. Keeping together is progress. Working together is success.*"

- Edward Everett Hale

Community of Practice Agenda

1. State Sharing: Key Areas of Interest

2. Vocational Rehabilitation: A Resource for RETAIN

3. Implementation questions

4. Key Takeaways and next steps

5. TA Needs

Meet Today's Facilitators

Leslie Dawson, MA, CRC, NCC

*State Administrator, Business
Relations Program*

*Alabama Department of
Rehabilitation Services*

David Leon

*Deputy Director,
Workforce Programs*

*Virginia Department for Aging
and Rehabilitative Services*

Using
Vocational Rehabilitation as a Resource for Your RETAIN Program

Spotlight: Your Questions Answered

- Is it unlikely that many RETAIN participants will be eligible for VR?

- How can we still partner with our State VR agency and learn from their expertise?

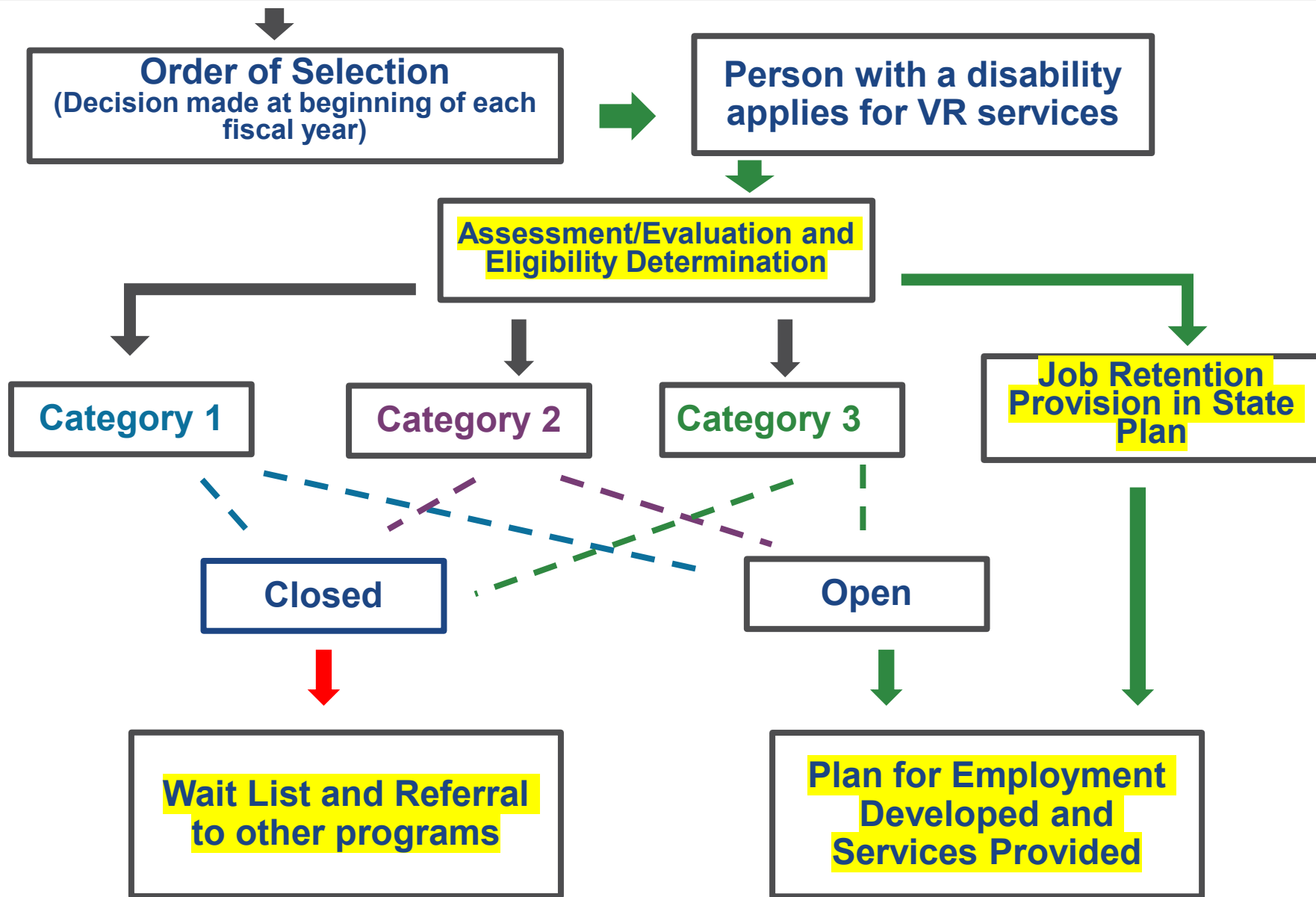- What is the smallest Employer that the RAVE program has worked with?

Order of Selection in RETAIN States

	Agency type	In order of selection?	State plan allows job retention services
California	Combined	Yes	No
Connecticut	General	Yes	No
Connecticut	Blind	No	NA
Kansas	Combined	Yes	Yes
Kentucky	Combined	Yes	No
Minnesota	General	Yes	No
Minnesota	Blind	Yes	Yes
Ohio	Combined	Yes	NA
Vermont	General	Yes	Yes
Vermont	Blind	No	NA
Washington	General	Yes	Yes
Washington	Blind	Yes	Yes

* Chart Information obtained from 2018 WIOA State Plans

State VR anticipates lack of funds or personnel to serve all eligible individuals

Order of Selection
(Decision made at beginning of each fiscal year)

Person with a disability applies for VR services

Assessment/Evaluation and Eligibility Determination

Category 1

Category 2

Category 3

Job Retention Provision in State Plan

Closed

Open

Wait List and Referral to other programs

Plan for Employment Developed and Services Provided

Utilizing VR Services when in Order of Selection

How can these VR services be used in your state's RETAIN program?

- Application

- Assessments/Evaluations provided in order to determine eligibility for VR services.

- VR Counselor, i.e.case management services/plan development

- Assistive Technology Staff
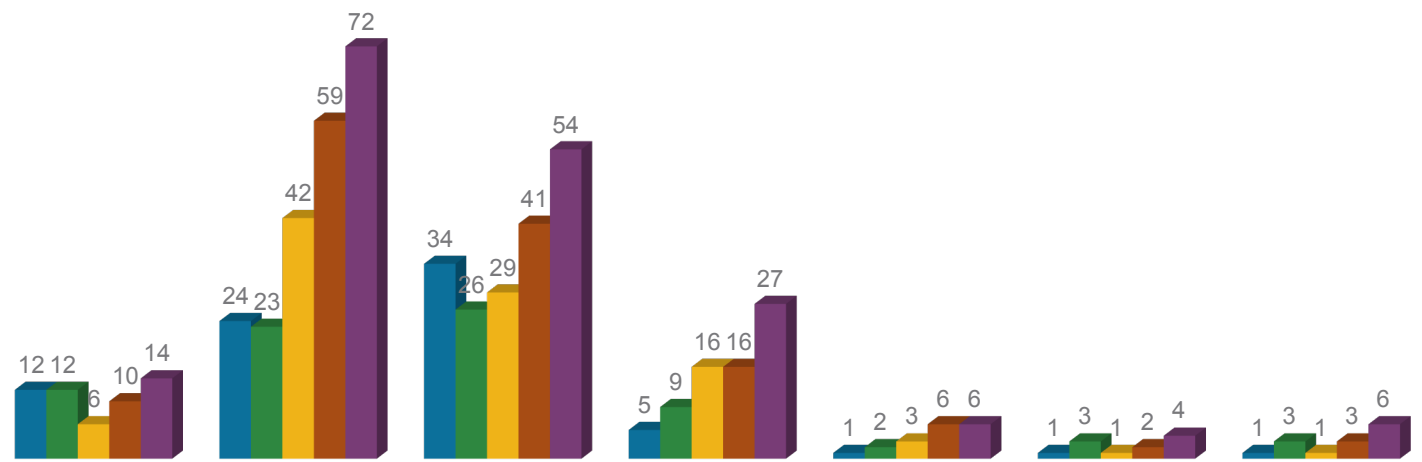
- Business Relations Staff

Poll Question

Where are you getting your participant referrals?

- Healthcare Providers
- Businesses
- Non-VR workforce programs
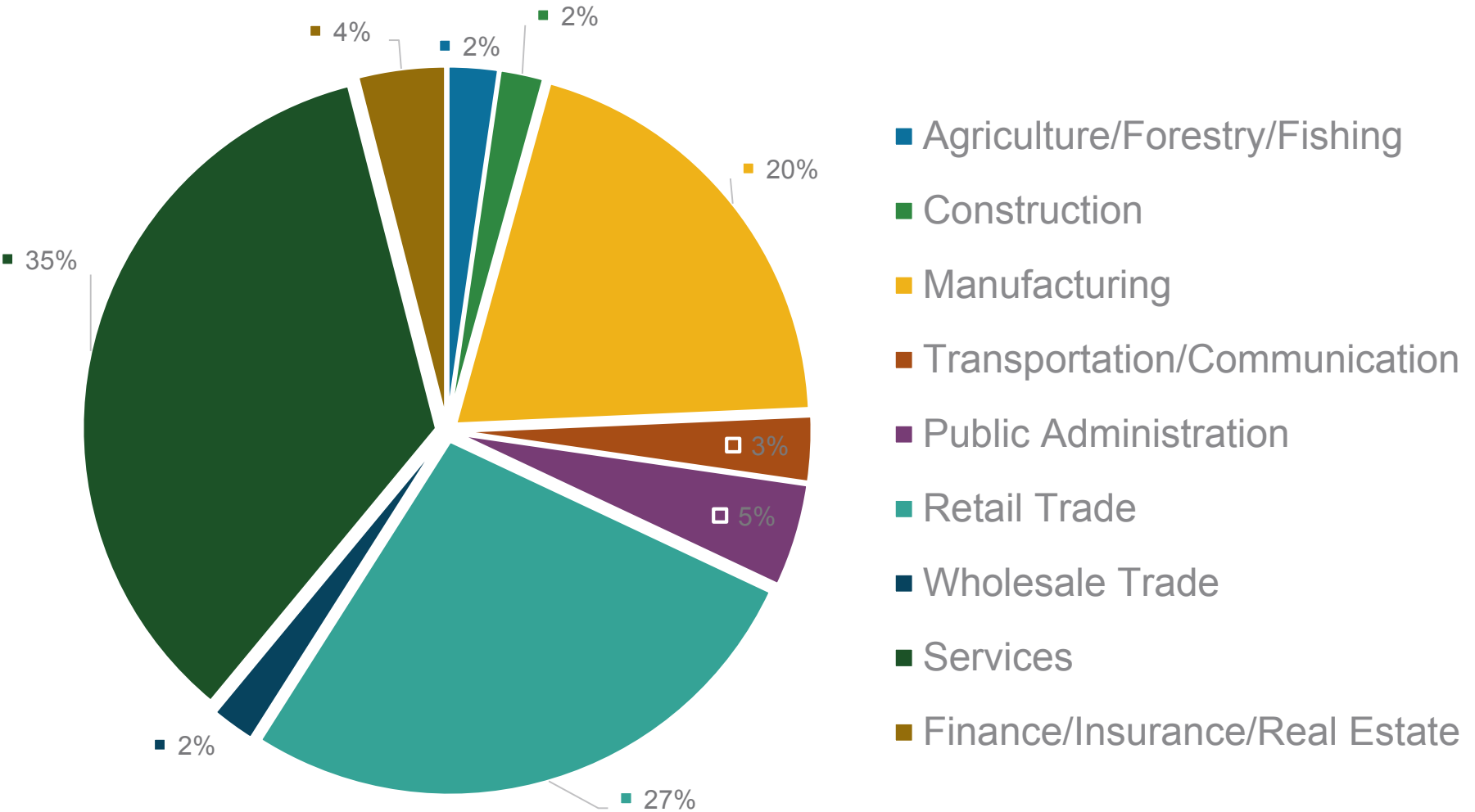- Vocational Rehabilitation

Referral Source

	Physician	Employer	Self-Referred	Other Individual	Public Organization / Agency	Private Organization / Agency	Hospital/Clinic
FY14 N=78	12	24	34	5	1	1	1
FY15 N=78	12	23	26	9	2	3	3
FY16 N=98	6	42	29	16	3	1	1
FY17 N=137	10	59	41	16	6	2	3
FY18 N=183	14	72	54	27	6	4	6

VR as a Referral Source

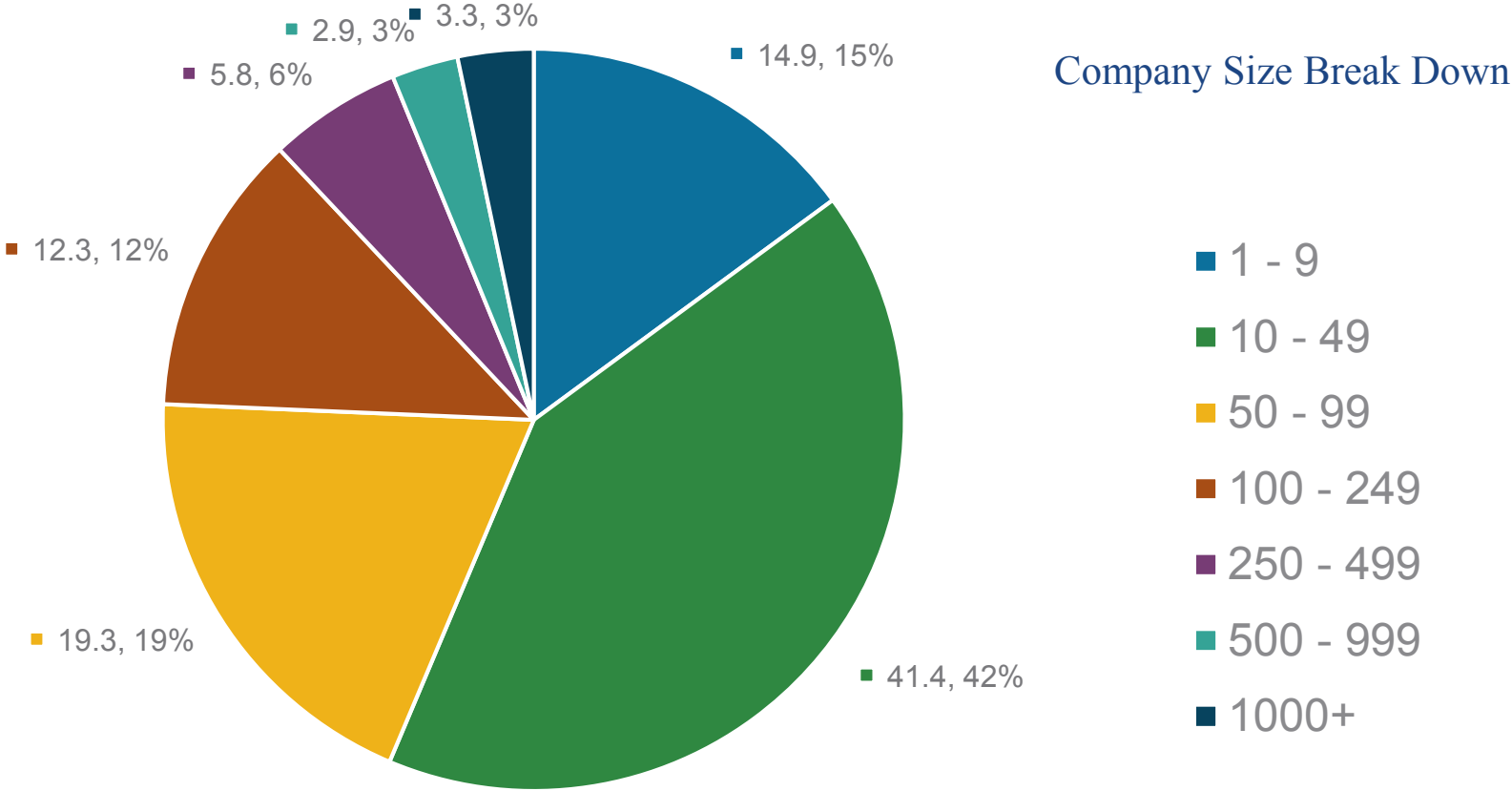Are you getting quality referrals from these sources?

- Appropriate candidates for RTW/SAW
    - o Is the job in jeopardy
    - o Is the person a Valued worker
- Disability type matches focus
- Participant wanting to RTW/SAW

Profile of Employer Accounts by Standard Industrial Classification (SIC)

Legend:
- Agriculture/Forestry/Fishing
- Construction
- Manufacturing
- Transportation/Communication
- Public Administration
- Retail Trade
- Wholesale Trade
- Services
- Finance/Insurance/Real Estate

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Profile of Employer Accounts by Size

(2,019 Total Active Employers)

14.9, 15%

2.9, 3%   3.3, 3%

5.8, 6%

12.3, 12%

19.3, 19%

41.4, 42%

Company Size Break Down

- 1 - 9
- 10 - 49
- 50 - 99
- 100 - 249
- 250 - 499
- 500 - 999
- 1000+

Values measured in percentages

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Partnering with VR for Business Outreach

What is the benefit of targeting businesses according to the following:

- Industry size

- Industry type

- Other: philanthropic activities

Where is VR in your state?

	Agency type	Parent Agency
California	Combined	Department of Rehabilitation
Connecticut	General	Department of Aging and Disability
Connecticut	Blind	Department of Aging and Disability
Kansas	Combined	Department of Children and Families
Kentucky	Combined	Department of Workforce Investment
Minnesota	General	Dept. of Employment and Economic Development
Minnesota	Blind	Dept. of Employment and Economic Development
Ohio	Combined	Opportunities for Ohioans with Disabilities
Vermont	General	Agency of Human Services
Vermont	Blind	Agency of Human Services
Washington	General	Department of Social and Health Services
Washington	Blind	Department of Services for the Blind

VR Buy-in: State Leadership Level

Who should be at the table?

What discussions should happen at the state level?

VR Buy-in: Local Level

Who is at the table?

What discussions should occur?

Debrief and Next Steps

Self-Reflection:

- What did you hear that provoked your thinking?

- What did you hear that you would like to explore further?

- What might you consider acting upon?

- Final thoughts or contributions?

- How did this process push your own thinking?

Key Takeaways

Share a key takeaway from today's discussion.

What are the next steps you will take?

Any remaining questions or needs that you would like follow-up on?

Your feedback is important to us!

Please take a moment to complete
the survey and share your feedback!

https://www.surveymonkey.com/r/L85SZPP

This Survey Link is in the CHAT BOX!

What type TA resources do you need ?

- ➢ Webinars
- ➢ Community of Practice
- ➢ SME consultation
- ➢ Podcasts
- ➢ Guides
- ➢ Templates
- ➢ Tools
- ➢ Other resources

Resources shared today will be accessible on the RETAINTA On-line Community (ROC):

https://retainta.org

Please contact your State TA Liaison if you have any unanswered questions.

Thank You for Participating in Today's CoP!