

Job-Driven Technical Assistance Center (JD-
VRTAC): Delaware Division of Vocational
Rehabilitation

**Developing Career Pathways for VR Clients:
Delaware DVR's Job-Driven Project**

Presenters:

Jocelyn Langrehr and Stan Mifflin



Webinar Agenda

- JD-VRTAC TA Lead will introduce the JD-VRTAC background, goals, and partners
- Presenters from Delaware DVR will discuss their JD-VRTAC project on LMI and Career Pathways
- Q&A



JD-VRTAC 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



JD-VRTAC Partners

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

In Partnership with:

- Jobs for the Future (JFF)
- Univ. of Arkansas/CURRENTS
 - 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



JD-VRTAC Technical Assistance

The JD-VRTAC provides 3 types of TA:

- Intensive: 11 VR agencies participated in Cohort 1 of the center's Intensive TA and 9 agencies are participating in Cohort 2 of the center's Intensive TA. Agencies receiving Intensive TA become members of a Learning Collaborative to share strategies and solutions.
- Targeted: Several agencies have requested targeted TA related to one of the four job-driven topical areas. Additionally, the Center is hosting communities of practice and forums on relevant issues.
- Universal: The Center hosts and archives webinars on topics related to the four job-driven topical areas and presents project information at CSAVR and NCSAB.



JD-VRTAC Learning Collaborative

- As part of receiving intensive TA, states attended 2-3 in-person Learning Collaborative meetings to provide project updates, collaborate across agencies, and participate in topical discussions
- Learning Collaborative states participate in conference calls with their cohort to discuss job-driven topics
- 18 state VR agencies are part of the JD-VRTAC Learning Collaborative



Hey, looking for a job...

Watch the video of Sheldon from the Big Bang Theory looking for a job: <https://www.youtube.com/watch?v=SP8tTGfm4jU>



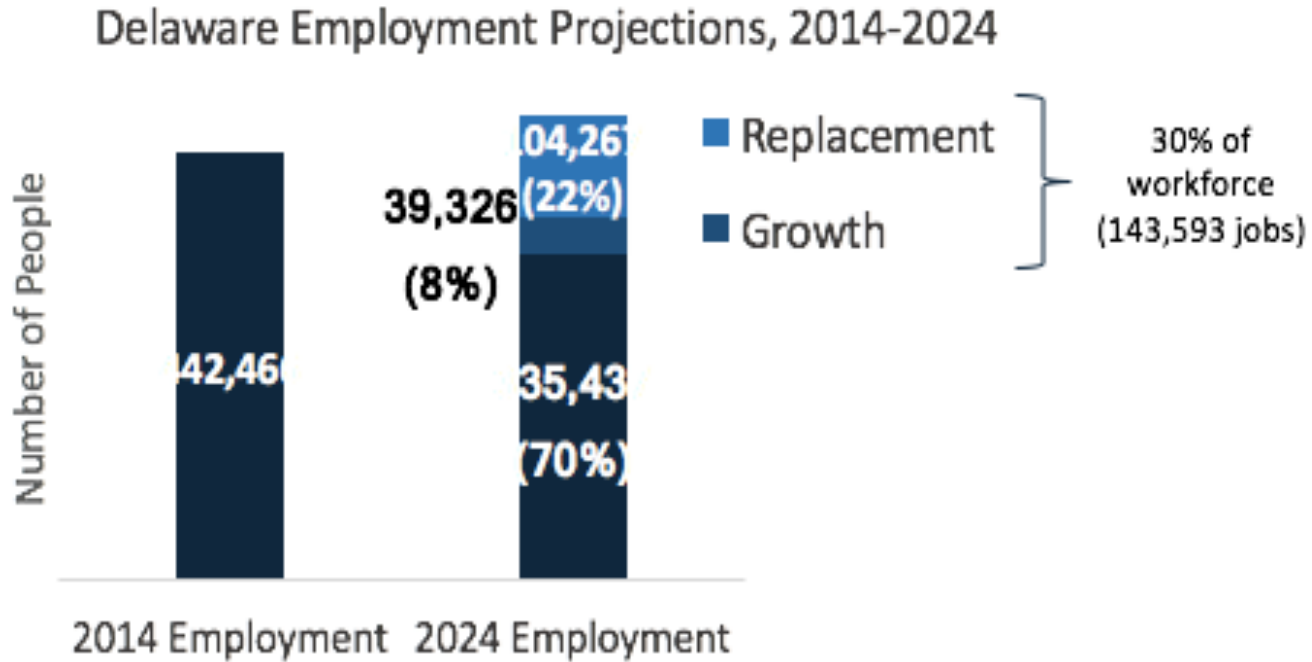


JD-VRTAC Pilot Project

Delaware Career Pathways










By 2024, Delaware will hire or replace 30% of its workforce.



Source: DE Department of Labor, Employment Projections, 2014

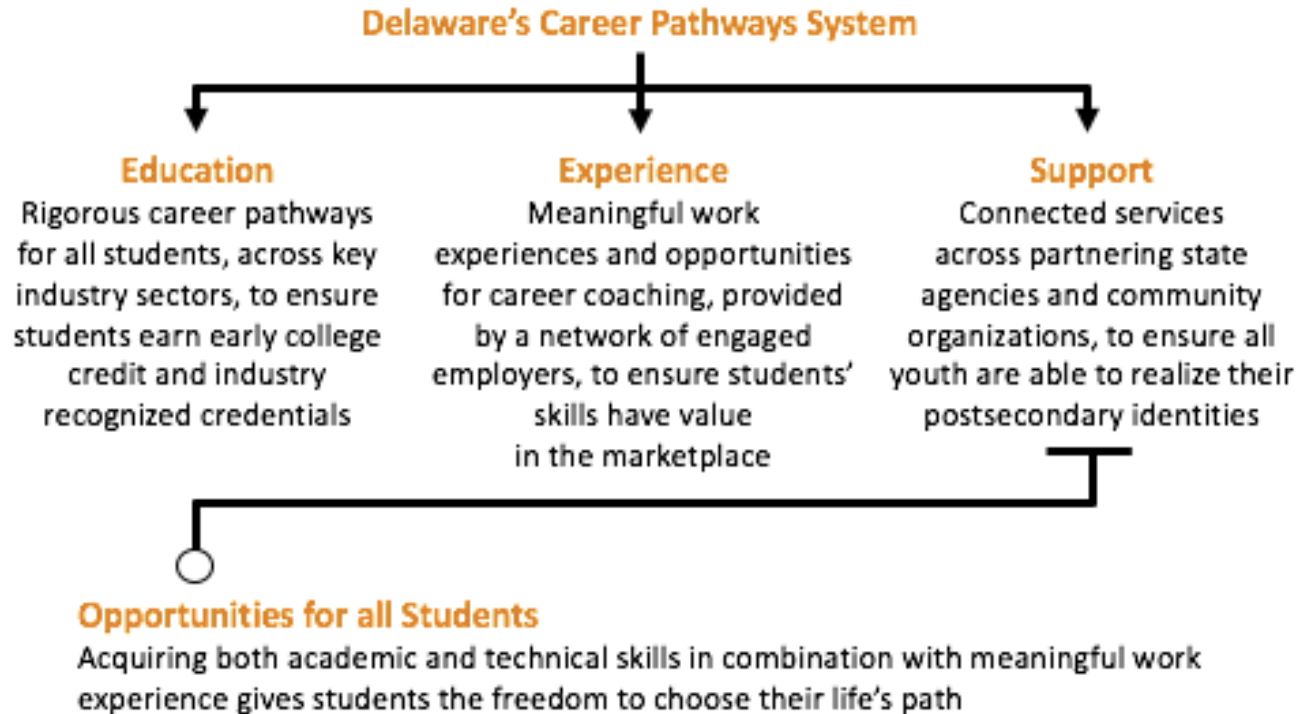
Cluster	% of Middle Skill Jobs	% of High Skill Jobs	Growth Rate	Avg. Wage
All Delaware	33%	29%	8.1%	\$49,520
Health Science	37%	49%	15.4%	\$63,320
Information Technology	25%	75%	13.2%	\$86,953
Human Services	24%	42%	13.1%	\$34,850
Architecture & Construction	52%	10%	12.7%	\$48,452
Education & Training	7%	93%	10.2%	\$55,372
Finance	36%	50%	9.2%	\$72,418
Hospitality & Tourism	35%	<5%	8.9%	\$23,957

Delaware Pathways
(14 total)

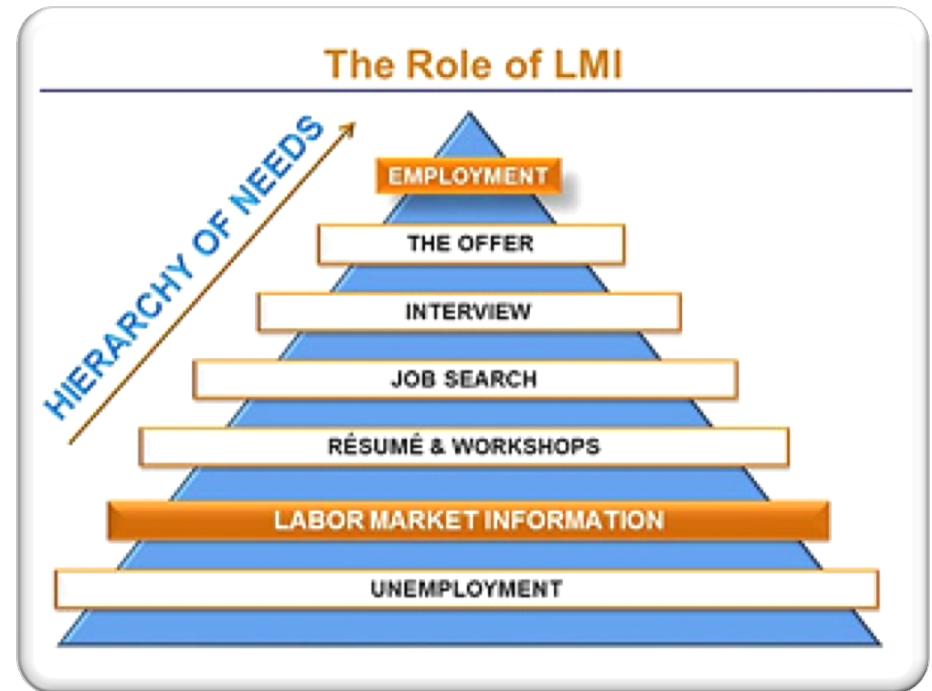
-  Allied Health
-  Computer Science
-  Nurse Assistant
-  Engineering
-  Teacher Academy
-  Finance
-  Culinary & Hospitality

Source: DE Department of Labor, Employment Projections, 2014

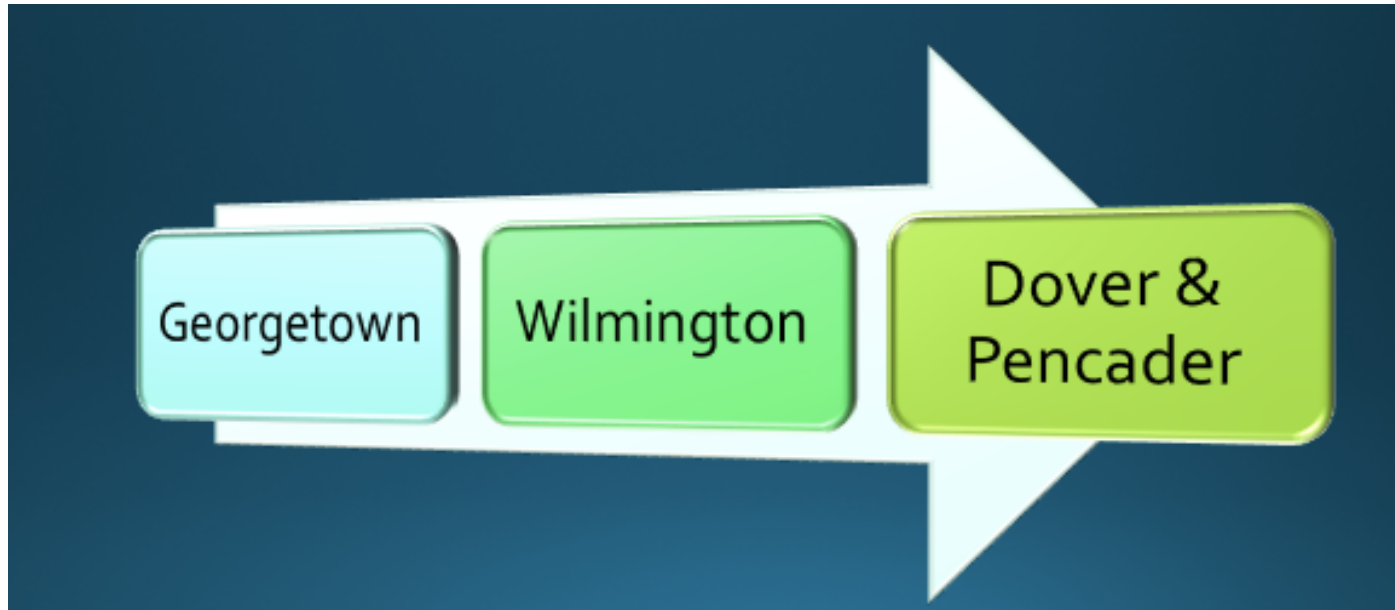
Systems Model



- Georgetown early 2016
- Collect Assessment Tools & identify sources of LMI
- Continue collection of tools, resources, and information from other offices & compile

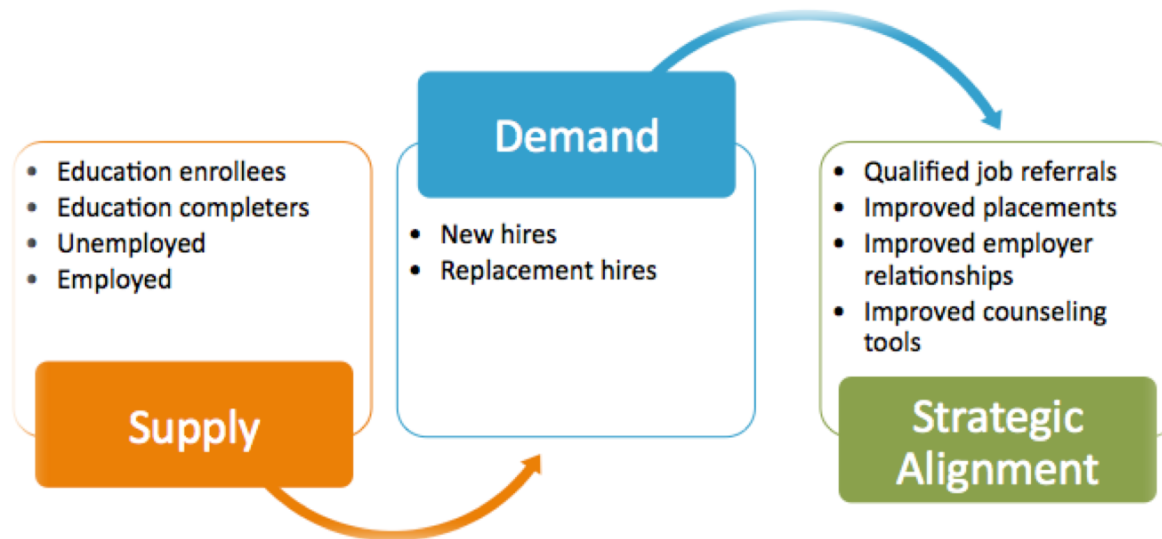


Statewide Roll Out Plan



Goals

- Develop statewide approach
- IPE's → Career Pathway
- Pathways are different for each client depending where they are in their career (*i.e. entry level, re-entering workforce, switching careers*)



Client Career Paths



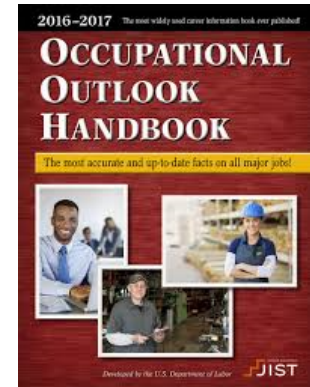
What are you
using?



Labor Market Information Sources



DVR Business Relations Specialists



Real Time LMI



DELAWARE STATE
CHAMBER OF COMMERCE



Department of Labor
Division of Vocational Rehabilitation

[DVR Home](#)

[About Us](#)

[Policy & Procedures - Coming Soon](#)

[Casework Manual](#)

[CHOICES Book](#)

[DE Career Pathways Toolkit](#)

Our Vision & Mission

Vision: Delaware's expert resource that links businesses to skilled, productive workers with disabilities.

Mission: DVR provides individualized services to employers and people with disabilities, developing career pathways that link qualified employees to jobs, resulting in greater independence and a more inclusive workplace.

Organizational Chart

-  Vocational Rehabilitation Services
-  Disability Determination Services

Tidbits

Hi Everyone, thank you the great feedback about the updated Intranet. Please notice the new "Contact Us" feature as well as new phone lists. Please continue to send your comments, suggestions, and items that need updates.

<http://extranet.dol.state.de.us/sections/dvr/>



DELAWARE VOCATIONAL REHABILITATION CAREER PATHWAY TOOLKIT

The DVR Career Pathways Toolkit presents a start to a list of web-based resources that provide information of value to the vocational rehabilitation professional. The website links are organized into categories that focus on different areas of concentration although there is crossover between the various sections. This toolkit is a work in progress and adding information is encouraged.

[Career Assessment](#)

[Career Planning](#)

[Job Search](#)

[Training/LMI](#)

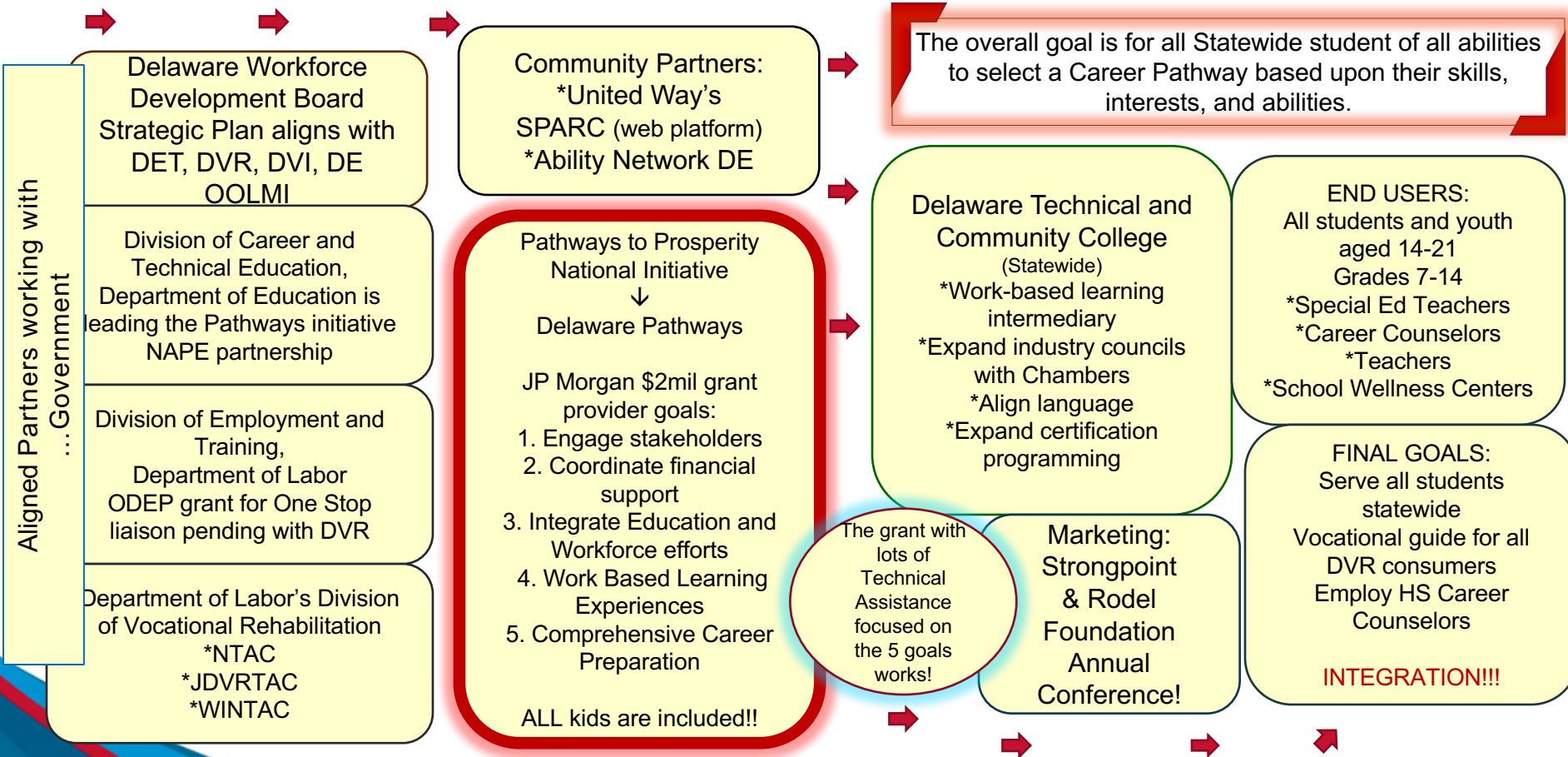
[Accommodations /AT](#)

[Related Links](#)

<http://extranet.dol.state.de.us/sections/dvr/documents/DE%20Career%20Pathways%20Toolkit.pdf>

Delaware Pathways Partners/Stakeholders

Government, Community/Consumers, Families



Delaware Pathways



DELAWARE PATHWAYS

High School coursework
Early College Credit and Certifications
Work Based Learning
Delaware Labor Market Wage information

Manufacturing
Production & Logistics, Cargo, Freight Agent
Transportation Manager
Logistics Manager

Environmental Science
Surveying & Mapping Technicians
Wastewater Treatment Plant Operator
Environmental Engineer

Academy of Finance
Bank Teller, Insurance Appraiser
Insurance Claims Specialist
Financial Analyst, Advisor

Nurse Assistant
Certified Nursing Assistant
Registered Nurse, Respiratory Tech
Bachelor of Nursing

Cisco Networking
Telecommunications Installer
Comp Network Specialist
Comp Network Architect, Network Admin

K-12 Teaching Academy
Childcare Worker
Teacher Assistant
Teacher, Counselor

Computer Science
AV Equipment Technician
Web Developer, Aerospace Technician
App/Software Developer, Comp Programmer

Engineering
AV Equipment, HVAC Technician
Architectural Drafter, Aerospace Technician
Industrial, Mechanical, Chemical Engineer

Culinary & Hospitality Management
Private Chef, Food Prep, Waiter
Head Chef, Food Service Manager
Hotel General Manager, Event Planner

Allied Health
Medical Assistant, EMT, Vocational Nurse
Dental Hygienist, Sonographer
Physical Therapist, Nutritionist

Biomedical Science
Phlebotomist, Medical Transcriptionist
Occupational Therapy Tech, Cardio Tech
Biochemist, Bio Engineer

Ready to get started?
Visit the website for more information:
DELAWAREPATHWAYS.ORG

Why is Delaware Career Pathways Crucial to Delaware?

- Delaware Pathways stems directly from the “Delaware Promise”, Governor Jack Markell’s commitment that by 2025, 65% of Delaware’s workforce will earn a 2 or 4-year degree or professional certificate, matching the percentage of Delaware jobs requiring one.
- Delaware Pathways works hand-in-hand with key government and business partners to identify key Delaware industries with a growing shortage of skilled workers, and create Pathways to meet those future needs.
- Delaware Pathways recognizes 4-year and 2-year degrees and industry certifications with equal importance and weight, especially since Delaware’s skill gap has identified significant needs in low and middle-skill jobs.
- Delaware Pathways provides holistic information that parents and students need to understand the various pathways to success, whether that means earning an Associate’s degree, gaining an industry credential, or graduating from a university with a four-year degree.

<http://governor.delaware.gov/wp-content/uploads/sites/24/2017/03/Pathways-Strategic-Plan-1.pdf>

2015 Conference (Feb 2015)

- Short lead time (5 weeks)
- Zero budget
- Hosted by Delmarva Power
- 160 attendees
- Focus on School System and Employer audiences
 - Introduction to Pathways (all)
 - Deeper dive on Innovation Grant process (LEAs)

Thursday, February 12, 2015	
8:30am – 9:00am	Breakfast / Networking
9:00am – 9:05am	Welcome / Introduction - Gary Stockbridge
9:05am – 9:15am	Opening Remarks - Governor Jack Markell
9:15am – 9:45am	National Overview - Bob Schwartz
9:45am – 10:15am	Panel Discussion Moderator: Bob Schwartz Panelists: Focus on Manufacturing program as example... <ul style="list-style-type: none"> • Dusty Blakey, Superintendent, Colonial School District • Joe Zecca, Student, William Penn High School (HS Manufacturing Program) • Mitch Magee, Director of Engineering, PPG Industries, Inc. • Paul Morris, Assistant Vice President for Workforce Development, Delaware Tech
10:15am – 10:20am	General Session Closeout
10:20am – 10:40am	Break
10:40am – 12:00pm	Breakout Sessions on Secondary Career Pathways: <ul style="list-style-type: none"> • Round 1: 10:40 – 11:00am <u>Conference Room A: Manufacturing Logistics and Technician Programs of Study:</u> • Round 2: 11:10 – 11:30am <u>Conference Room B: Computer Science Program of Study:</u> • Round 3: 11:40 – 12:00pm <u>Conference Room C: Engineering and Biomedical Science Programs of Study:</u> <u>Conference Room D: Culinary & Hospitality Management Program of Study:</u>
12:10pm – 12:30pm	Innovation Grant Overview – Luke Rhine
12:30pm – 1:30pm	Lunch / School Team Discussion <ul style="list-style-type: none"> • Technical Assistance to school teams to be provided by Delaware Department of Education staff during lunch

2016 Conference (Feb 2016)

- Started planning in Nov '15
- Limited budget (food, pre-event, Strongpoint)
- Hosted by DelTech
- 275 attendees
- Lumina showcase / VIP pre-event
 - Corp. leaders, comm. leaders & elected officials
 - 40 attendees (incl. Sen. Carper & Sen. Coons)
- Launched strategic plan & website
- Breakout sessions linked to strategic plan
- Incorporated College Success Report

7:00	8:15	Private Breakfast with Gov. Markell, Jamie Merisotis, Bob Schwartz and Paul Herdman <i>Green Room, Hotel du Pont</i> Deep dive into Delaware Pathways and hand-off to next administration.		
8:30	9:00	Event Registration and Networking Breakfast <i>Delaware Technical & Community College, Stanton Campus</i> Breakfast catered by William Penn High School and Del Tech catering department.		
9:00	9:05	Welcome Remarks / Introduction of Gov. Markell MC: Gary Stockbridge (DWDB)		
9:05	9:20	Delaware Promise Update Remarks by Gov. Jack Markell		
9:20	9:25	Introduction of Jamie Merisotis MC: Michelle Taylor		
9:25	9:55	Attracting, Educating, and Deploying the 21st Century Workforce Keynote by Jamie Merisotis		
9:55	10:00	Introduction of Bob Schwartz MC: Paul Herdman		
10:00	10:10	Pathways to Prosperity Network: A National Perspective Remarks by Bob Schwartz		
10:10	10:30	Delaware Pathways Panel Discussion Moderated by Bob Schwartz		
10:30	10:40	- Break and move to breakout sessions -		
		Connecting Education and the Workforce Breakout Room #1	School System Showcase Main Conference Room	Establishing a Workforce Intermediary Breakout Room #2
10:40	11:05	<p><i>This session will give attendees an opportunity to learn about the Delaware State Plan for WIOA and the DWDB's role in supporting the Delaware Pathways initiative. Focus on connecting education, service providers, and employers.</i></p> <p><i>o Potential speakers: Luke Rhine (DOE), Stacey Laing (DOL), Gary Stockbridge (DWDB), Jobs for the Future?</i></p> <p><i>o Call to action: Opportunities to partner and support DE pathways (financial, in-kind), employer involvement in DWDB activities, support for legislation re: DE pathways and public funding to support intermediary</i></p>	<p><i>This session will give attendees an opportunity to learn about Delaware Pathways that currently exist in DE schools</i></p> <p><i>o Potential speakers: Manufacturers association rep. or Carrie Leishman, school chief (Vicki or Matt), student(s), state chamber rep (Mark Stelling)</i></p> <p><i>o Call to action: How to get involved with schools, support for industry associations and local/state chamber, informative from a community perspective</i></p>	<p><i>This session will give attendees an opportunity to learn about the role of the workforce intermediary, share initial thinking related to how this can work in Delaware, and ask questions of an intermediary who has been in place for 10+ years.</i></p> <p><i>o Potential speakers: Mark Brainard (DTCC), Business rep in manufacturing pathway, Philadelphia Youth Network</i></p> <p><i>Call to action: Encourage your business to consider taking a student intern and/or become a SPARC career coach, support for legislation re: DE pathways and public funding to support intermediary</i></p>
11:05	11:15	- Switch to breakout #2 -		
11:15	11:40	Breakouts repeat		
11:40	11:50	Move to Plenary		
11:50	12:00	Wrap up / Call to Action Bob Schwartz		
Immediately following: Educator event hosted by DoE (Del Tech Campus, breakout rooms)				

What went well?

PRE-CONFERENCE

- Overall Planning Process
- Information Flow
- Communications
- Marketing
- Logistics

CONFERENCE EXECUTION

- Registration
- Event format
- Programming
- Speakers
- Breakout Sessions
- Audience
- Student Stories

What are we missing?



Recommendations / Next Steps

Recommendations:

- Year-round Planning Cycle
- Consider combining with Guidance Counselor conference
- Full day (weekend) EXPO or do we add programming and turn it into a credit-bearing Career Preparation field trip?
- Traveling “in a box” presentation (Chambers, Rotary Clubs, etc.)

Next Steps:

- Planning Meeting – month of April
- Reviewing & curating videos & images
- Schedule of events for 2017/18 SY



Should you talk Career Planning with Employees?

DVR says YES!

- DVR Toolkit
- DEI Grant
- 2017 DE Pathways Conference - success
- Planning Statewide 2018 Conference March – week long
- Goal 3 of Delaware Promise

Questions?



JD-VRTAC Project Presenters:

- Jocelyn Langrehr: jocelyn.langrehr@state.de.us
- Stan Mifflin: mifflin.stanley@state.de.us

JD-VRTAC TA Lead and Host:

Linda Mock: linda.mock@umb.edu