Coding schema

Two types of missing items were identified
- **Not asked**: are questions that were skipped by respondents due to a skip pattern in the survey initiated by the answer that they provided to the previous question
- **Not answered**: are questions that were not answered by respondents out of choice

To begin this survey, please select your agency from the list below

		Frequency	Percent	Valid Percent	Cumulative Percent
	Alabama Department of Rehabilitation Services	1	1.5	1.5	1.5
	Alaska Department of Labor And Workforce Development - Division of Vocational Rehabilitation	1	1.5	1.5	3.0
	Arizona Rehabilitation Services Administration	1	1.5	1.5	4.5
	Arkansas Division of Services for the Blind	1	1.5	1.5	6.0
	Arkansas Rehabilitation Services	1	1.5	1.5	7.5
	Colorado Division of Vocational Rehabilitation	1	1.5	1.5	9.0
	Connecticut Bureau of Rehabilitation Services	1	1.5	1.5	10.4
	Connecticut Vocational Rehabilitation Program Services for the Blind	1	1.5	1.5	11.9
	Delaware Division for the Visually Impaired	1	1.5	1.5	13.4
	Delaware Division of Vocational Rehabilitation	1	1.5	1.5	14.9
	District of Columbia Rehabilitation Services Administration	1	1.5	1.5	16.4
	Florida Division of Blind Services	1	1.5	1.5	17.9
	Florida Division of Vocational Rehabilitation	1	1.5	1.5	19.4
Valid	Georgia Division of Rehabilitation Services	1	1.5	1.5	20.9
	Guam Division of Vocational Rehabilitation	1	1.5	1.5	22.4
	Idaho Commission for the Blind and Visually Impaired	1	1.5	1.5	23.9
	Idaho Division of Vocational Rehabilitation	1	1.5	1.5	25.4
	Illinois Division of Rehabilitation Services	1	1.5	1.5	26.9
	Indiana Bureau of Rehabilitation Services	1	1.5	1.5	28.4
	Iowa Department for the Blind	1	1.5	1.5	29.9
	Iowa Vocational Rehabilitation Services	1	1.5	1.5	31.3
	Kentucky Office for the Blind	1	1.5	1.5	32.8
	Louisiana Rehabilitation Services	1	1.5	1.5	34.3
	Maine Division for the Blind and Visually Impaired	1	1.5	1.5	35.8
	Maine Division of Vocational Rehabilitation	1	1.5	1.5	37.3
	Maryland Division of Rehabilitation Services	1	1.5	1.5	38.8
	Massachusetts Commission for the Blind	1	1.5	1.5	40.3
	Massachusetts Rehabilitation Commission	1	1.5	1.5	41.8

Michigan Bureau of Services for Blind Persons	1	1.5	1.5	43.3
Michigan Rehabilitation Services	1	1.5	1.5	44.8
Minnesota State Services for the Blind	1	1.5	1.5	46.3
Minnesota Vocational Rehabilitation Services	1	1.5	1.5	47.8
Mississippi Department of Rehabilitation Services	1	1.5	1.5	49.3
Missouri Rehabilitation Services for the Blind	1	1.5	1.5	50.7
Missouri Vocational Rehabilitation	1	1.5	1.5	52.2
Nebraska Commission for the Blind and Visually Impaired	1	1.5	1.5	53.7
Nebraska Vocational Rehabilitation	1	1.5	1.5	55.2
Nevada Rehabilitation Division	1	1.5	1.5	56.7
New Hampshire Bureau of Vocational Rehabilitation	1	1.5	1.5	58.2
New Jersey Division of Vocational Rehabilitation Services	1	1.5	1.5	59.7
New Mexico Division of Vocational Rehabilitation	1	1.5	1.5	61.2
New York Office of Adult Career and Continuing Education Services	1	1.5	1.5	62.7
North Carolina Division of Services for the Blind	1	1.5	1.5	64.2
North Carolina Division of Vocational and Rehabilitation Services	1	1.5	1.5	65.7
North Dakota Division of Vocational Rehabilitation	1	1.5	1.5	67.2
Ohio Rehabilitation Services Commission	1	1.5	1.5	68.7
Oklahoma Department of Rehabilitation Services	1	1.5	1.5	70.1
Oregon Commission for the Blind	1	1.5	1.5	71.6
Oregon Office of Vocational Rehabilitation Services	1	1.5	1.5	73.1
Pennsylvania Office of Vocational Rehabilitation	1	1.5	1.5	74.6
Rhode Island Office of Rehabilitation Services	1	1.5	1.5	76.1
South Carolina Commission for the Blind	1	1.5	1.5	77.6
South Carolina Vocational Rehabilitation Department	1	1.5	1.5	79.1
South Dakota Division of Rehabilitation Services	1	1.5	1.5	80.6
South Dakota Division of Services to the Blind and Visually Impaired	1	1.5	1.5	82.1
Tennessee Division of Rehabilitation Services	1	1.5	1.5	83.6
Texas Division for Blind Services	1	1.5	1.5	85.1
Texas Division of Rehabilitative Services	1	1.5	1.5	86.6
Utah State Office of Rehabilitation	1	1.5	1.5	88.1
Vermont Division of Vocational Rehabilitation	1	1.5	1.5	89.6
Virginia Department for Aging and Rehabilitative Services	1	1.5	1.5	91.0
Virginia Department for the Blind and Vision Impaired	1	1.5	1.5	92.5
Washington State Department of Services for the Blind	1	1.5	1.5	94.0
Washington State Division of Vocational Rehabilitation	1	1.5	1.5	95.5
West Virginia Division of Rehabilitation Services	1	1.5	1.5	97.0
Wisconsin Division of Vocational Rehabilitation	1	1.5	1.5	98.5
Wyoming Division of Vocational Rehabilitation	1	1.5	1.5	100.0
Total	67	100.0	100.0	

1. Are you the NET single point of contact within your state VR agency?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	4	6.0	6.0	6.0
	Yes	63	94.0	94.0	100.0
	Total	67	100.0	100.0	

1a. What is the job title of your VR agency's NET single point of contact?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Acting VR Administrator	1	1.5	25.0	25.0
	Business Relations Policy Initiatives Advisor	1	1.5	25.0	50.0
	Vocational Rehabilitation Administrator	1	1.5	25.0	75.0
	VR Administrator	1	1.5	25.0	100.0
	Total	4	6.0	100.0	
Missing	Not Asked	63	94.0		
Total		67	100.0		

1b. Who does your VR agency's NET single point of contact report to?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Bureau Chief of Field Services	1	1.5	25.0	25.0
	Deputy Administrator	1	1.5	25.0	50.0
	Director of consumer Services	1	1.5	25.0	75.0
	Not in place	1	1.5	25.0	100.0
	Total	4	6.0	100.0	
Missing	Not Asked	63	94.0		
Total		67	100.0		

1c. What are the key responsibilities of your VR agency's NET single point of contact? (N=4; Not Asked = 63)

		Responses		Percent of Cases
		N	Percent	
	Serve as the first point of contact for businesses	1	7.7%	25.0%
	Serve as a liaison between your VR agency and businesses	3	23.1%	75.0%
	Provide services directly to businesses	1	7.7%	25.0%
	Conduct training for businesses	1	7.7%	25.0%
	Connect qualified applicants with businesses	1	7.7%	25.0%
	Coordinate a team of staff who work with businesses	1	7.7%	25.0%
	Market VR business services at the state level	3	23.1%	75.0%
	Other	2	15.4%	50.0%
Total		13	100.0%	325.0%

a. Dichotomy group tabulated at value 1.

2. What is your job title?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Acting VR Administrator	1	1.5	1.5	1.5
	Administrator of Business Relations	1	1.5	1.5	3.0
	Assistant Chief of Field Services	1	1.5	1.5	4.5
	Associate Vocational Rehabilitation Counselor	1	1.5	1.5	6.0
	Business Development Manager	1	1.5	1.5	7.5
	Business Network Unit Manager	1	1.5	1.5	9.0
	Business Relation Manager	1	1.5	1.5	10.4
	Business Relations Director	1	1.5	1.5	11.9
	Business Relations Specialist	2	3.0	3.0	14.9
	Business Services & Outreach Division Chief	1	1.5	1.5	16.4
	Business Services Specialist	1	1.5	1.5	17.9
	Business Specialist	2	3.0	3.0	20.9
	Coordinator, Prevention of Blindness program	1	1.5	1.5	22.4

Deputy Administrator	1	1.5	1.5	23.9
Deputy Commissioner	1	1.5	1.5	25.4
Deputy Director for Workforce Development	1	1.5	1.5	26.9
Deputy Director of Operations	1	1.5	1.5	28.4
Director	1	1.5	1.5	29.9
Director of Employer Development	1	1.5	1.5	31.3
Director of Training & Employment	1	1.5	1.5	32.8
Director Statewide Job Placement Services	1	1.5	1.5	34.3
Director, Business & Community Engagement	1	1.5	1.5	35.8
Director, Governor's Committee on Employment of People with Disabilities & Business Relations	1	1.5	1.5	37.3
District Administrator for Employment Services	1	1.5	1.5	38.8
District Business Relations Mgr	1	1.5	1.5	40.3
Employer Coordinator	1	1.5	1.5	41.8
Employer Services Specialist	1	1.5	1.5	43.3
Employment Assistance Program Specialist	1	1.5	1.5	44.8
Employment Partnership Consultant	1	1.5	1.5	46.3
Employment Program Consultant	1	1.5	1.5	47.8
Employment Program Supervisor	1	1.5	1.5	49.3
Employment Services Manager	1	1.5	1.5	50.7
Employment Services Specialist	1	1.5	1.5	52.2
Employment Specialist II	1	1.5	1.5	53.7
Executive Director	1	1.5	1.5	55.2
Field Administrator	1	1.5	1.5	56.7
Job Develpment Corodinator/ Vocational Counselor	1	1.5	1.5	58.2
Manager of Work Supports and Employer Engagement	1	1.5	1.5	59.7
Planning and Evaluation Manager	1	1.5	1.5	61.2
Policy Administrator	1	1.5	1.5	62.7

Program and Partnership Development	1	1.5	1.5	64.2
Program Coordinator	1	1.5	1.5	65.7
program manager	1	1.5	1.5	67.2
Program Manager	1	1.5	1.5	68.7
Program Manager, Technical Assistance Branch	1	1.5	1.5	70.1
Program Manager/ Corporate Relations	1	1.5	1.5	71.6
Program planing & Development Specialist	1	1.5	1.5	73.1
Program Specialist	1	1.5	1.5	74.6
Program Specialist for Transition and Employment Services	1	1.5	1.5	76.1
Public Information Direcctor	1	1.5	1.5	77.6
Rehab. counselor	1	1.5	1.5	79.1
Rehabilitation Employment Specialist	1	1.5	1.5	80.6
Rehabilitation Program Specialist	1	1.5	1.5	82.1
Rehabilitation Services Chief	1	1.5	1.5	83.6
Senior Employment Service Specialist	1	1.5	1.5	85.1
Service Support Manager	1	1.5	1.5	86.6
Specialist for Workforce Alliances & Project SEARCH	1	1.5	1.5	88.1
Supervisor V	1	1.5	1.5	89.6
Supervisory Business Relations Specialist	1	1.5	1.5	91.0
Trainer staff development	1	1.5	1.5	92.5
Vocational Rehabilitation Director	1	1.5	1.5	94.0
VR Consultant/Small Business Consultant	1	1.5	1.5	95.5
VR Counselor Coordinator	1	1.5	1.5	97.0
VR Program Administrator for Employer Relations	1	1.5	1.5	98.5
Workforce Development Supervisor	1	1.5	1.5	100.0
Total	67	100.0	100.0	

3. If possible, please provide a copy of your job description

		Frequency	Percent	Valid Percent	Cumulative Percent
	No	56	83.6	83.6	83.6
Valid	Yes	11	16.4	16.4	100.0
	Total	67	100.0	100.0	

4. What is the title of your direct supervisor?

		Frequency	Percent	Valid Percent	Cumulative Percent
	Administrator	2	3.0	3.1	3.1
	Assistant Commissioner	1	1.5	1.6	4.7
	Assistant Director of Customer Services	1	1.5	1.6	6.3
	Assitant Commissioner of Vocational Rehabilitation	1	1.5	1.6	7.8
	Bureau Administrator	1	1.5	1.6	9.4
	bureau chief	1	1.5	1.6	10.9
	Bureau Chief	1	1.5	1.6	12.5
	Bureau Director	1	1.5	1.6	14.1
	Business Administrator	1	1.5	1.6	15.6
	Cheif of Field Services	1	1.5	1.6	17.2
	Chief	1	1.5	1.6	18.8
	Chief of Employment Services and Program Development	1	1.5	1.6	20.3
	Chief of Field Services	1	1.5	1.6	21.9
	Chief of Rehabilitation Field Services	1	1.5	1.6	23.4
Valid	Client Services Program Administrator	1	1.5	1.6	25.0
	Commissioner	1	1.5	1.6	26.6
	Commissioner of the agency	1	1.5	1.6	28.1
	Commissioner of Workforce Investment	1	1.5	1.6	29.7
	Coordinator	1	1.5	1.6	31.3
	Deputy Administrator	3	4.5	4.7	35.9
	Deputy Commissioner for Services	1	1.5	1.6	37.5
	Deputy Director	1	1.5	1.6	39.1
	Deputy Director, Bureau of Services for the Visually Impaired	1	1.5	1.6	40.6
	Director	1	1.5	1.6	42.2
	Director of Client Services	2	3.0	3.1	45.3
	Director of Field Services	1	1.5	1.6	46.9
	Director of Strategic Initiatives	1	1.5	1.6	48.4
	Director of the Vocational Rehabilitation Program	1	1.5	1.6	50.0
	Director-Bureau of Central Operations	1	1.5	1.6	51.6

	Director, Bureau of Rehabilitation Services	1	1.5	1.6	53.1
	Director, Division of Systems Improvement & Quality Assurance	1	1.5	1.6	54.7
	Director, Office of Field Services	1	1.5	1.6	56.3
	Director, Quality Asurance Division	1	1.5	1.6	57.8
	District Administrator	1	1.5	1.6	59.4
	Division Director	3	4.5	4.7	64.1
	DSA: Director	1	1.5	1.6	65.6
	DVR Administrator	1	1.5	1.6	67.2
	DVR Director	2	3.0	3.1	70.3
	Executive Director	2	3.0	3.1	73.4
	Field Coordinator	1	1.5	1.6	75.0
	field operations director	1	1.5	1.6	76.6
	Fiscal manager (also acting deputy director)	1	1.5	1.6	78.1
	IVRS Administrator	1	1.5	1.6	79.7
	Manager strategic management	1	1.5	1.6	81.3
	Manager, Consumer Support Services	1	1.5	1.6	82.8
	Mannager, Resource Development Unit	1	1.5	1.6	84.4
	Office Director	1	1.5	1.6	85.9
	Program Administrator	1	1.5	1.6	87.5
	Program and Policy Manager	1	1.5	1.6	89.1
	Program Specialist Manager	1	1.5	1.6	90.6
	Regional Administrator	1	1.5	1.6	92.2
	Regional Manager	1	1.5	1.6	93.8
	Vocational Rehabilitation Supervisor	1	1.5	1.6	95.3
	VR Director	1	1.5	1.6	96.9
	VR Services Director	1	1.5	1.6	98.4
	VR Supervisor	1	1.5	1.6	100.0
	Total	64	95.5	100.0	
Missing	Not Answered	3	4.5		
Total		67	100.0		

5. What are your key responsibilities as your VR agency's NET single point of contact?

	Responses		Percent of Cases
	N	Percent	
Serve as the first point of contact for businesses	48	13.3%	76.2%
Coordinate services provided to businesses	46	12.8%	73.0%
Provide services directly to businesses	39	10.8%	61.9%
Conduct training for businesses	42	11.7%	66.7%
Connect qualified applicants with businesses	36	10.0%	57.1%
Coordinate a team of staff who work with business	43	11.9%	68.3%
Manage agency resources dedicated to business relations	39	10.8%	61.9%
Market VR business services at the state level	48	13.3%	76.2%
Other	18	5.0%	28.6%
Don't Know	1	0.3%	1.6%
Total	360	100.0%	571.4%

a. Dichotomy group tabulated at value 1.

6. How long have you been in your current position? (N=62; Not Answered = 5)

	N	Minimum	Maximum	Mean	Std. Deviation
	62	.08	30.58	5.3237	5.27210
	62				

7. How long have your worked for this VR agency? (N=66; Not Answered =1)

	N	Minimum	Maximum	Mean	Std. Deviation
	66	.25	36.25	12.5315	9.05225
	66				

8. How long have you worked for any VR agency including this one? (N= 64; Not Answered = 3)

	N	Minimum	Maximum	Mean	Std. Deviation
	64	.00	36.25	12.9818	8.80151
	64				

9. What is your highest educational attainment?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	High school graduate	1	1.5	1.5	1.5
	Some college	3	4.5	4.5	6.0
	Bachelor's degree	20	29.9	29.9	35.8
	Master's degree	41	61.2	61.2	97.0
	Doctorate degree	2	3.0	3.0	100.0
	Total	67	100.0	100.0	

10. Are you a Certified Rehabilitation Counselor (CRC)?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	36	53.7	54.5	54.5
	Yes	30	44.8	45.5	100.0
	Total	66	98.5	100.0	
Missing	Not Answered	1	1.5		
Total		67	100.0		

11. Which of the fields below best describes your primary academic background? (N=66; Not Answered = 1)

	Responses		Percent of Cases
	N	Percent	
Liberal arts/general studies	11	11.2%	16.7%
Biological/life sciences	4	4.1%	6.1%
Business/public administration	16	16.3%	24.2%
Pre-professional	2	2.0%	3.0%
Computer and information sciences	2	2.0%	3.0%
Social sciences	44	44.9%	66.7%
Other	19	19.4%	28.8%
Total	98	100.0%	148.5%

a. Dichotomy group tabulated at value 1.

12. Do you come from a business background (i.e., have an MBA degree, work experience in a business setting)?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	36	53.7	53.7	53.7
	Yes	31	46.3	46.3	100.0
	Total	67	100.0	100.0	

12a. Which one of the following best describes your business background? (N=30; Not Asked = 36; Not Answered=1)

	Responses		Percent of Cases
	N	Percent	
Business degree (ABA, MBA, MPA, EMBA, MSF)	6	5.6%	20.0%
Marketing degree	1	0.9%	3.3%
Accounting degree	2	1.9%	6.7%
Worked for a private corporation	17	15.7%	56.7%
Worked for a small business	15	13.9%	50.0%
Management of a non-profit	5	4.6%	16.7%
Human resources management	6	5.6%	20.0%
Public relations	6	5.6%	20.0%
Member of a chamber of commerce	9	8.3%	30.0%
Worked in sales	15	13.9%	50.0%
Business owner	10	9.3%	33.3%
Started a business	7	6.5%	23.3%
Other	9	8.3%	30.0%
Total	108	100.0%	360.0%

a. Dichotomy group tabulated at value 1.

A2. Does your VR agency serve businesses (public, private, and non-profits) as VR customers?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	7	10.4	10.6	10.6
	Yes	59	88.1	89.4	100.0
	Total	66	98.5	100.0	
Missing	Not Answered	1	1.5		
Total		67	100.0		

A3. Does your VR agency provide the following types of services to businesses? (N=58; Not Asked= 7; Not Answered=2)

	Responses		Percent of Cases
	N	Percent	
Pre-employment services (e.g., internships, training)	54	12.7%	93.1%
HR/Staffing (e.g., recruitment or retention supports)	49	11.5%	84.5%
Accommodations (e.g., work site assessment, assistive technology)	55	12.9%	94.8%
Staff training (e.g., disability awareness, ADA/employment laws)	54	12.7%	93.1%
Financial supports (e.g., Work Opportunity Tax Credit (WOTC), barrier removal)	51	12.0%	87.9%
Universal Design (e.g., contracts/facilities, information technology)	26	6.1%	44.8%
Diversity programs	34	8.0%	58.6%
Compliance support (e.g., EEOC and affirmative action)	40	9.4%	69.0%
Legal services (e.g., Labor relations, policy development, risk management)	6	1.4%	10.3%
Product development	8	1.9%	13.8%
Marketing and outreach	41	9.6%	70.7%
Other	8	1.9%	13.8%
Total	426	100.0%	734.5%

a. Dichotomy group tabulated at value 1.

A4. Is your VR agency currently engaged in the following business relations activities? (N= 58; Not Answered= 2, Not Asked= 7)

	Responses		Percent of Cases
	N	Percent	
Establishing business partnerships	55	12.4%	94.8%
Marketing to businesses	54	12.2%	93.1%
Participating in business networks	56	12.6%	96.6%
Hosting business job fairs or hiring events	41	9.2%	70.7%
Organizing employer recognition events	44	9.9%	75.9%
Maintaining electronic databases to track business contacts	38	8.6%	65.5%
Sending thank you cards to business contacts	41	9.2%	70.7%
Maintaining contact with business after initial contacts	53	11.9%	91.4%
Administering business satisfaction survey	17	3.8%	29.3%
Involvement in federal contracting	42	9.5%	72.4%
Other	3	0.7%	5.2%
Total	444	100.0%	765.5%

a. Dichotomy group tabulated at value 1.

A5. Please select the three areas in which your agency is most effective in serving businesses: (N=57; Not Asked 7; Not Answered= 3)

	Responses		Percent of Cases
	N	Percent	
Trust in the working relationship with businesses	2	1.2%	3.5%
Deliverability on commitments	43	26.2%	75.4%
Consistency of services within and across agency	19	11.6%	33.3%
Quality products and services	30	18.3%	52.6%
Responsiveness to business needs	47	28.7%	82.5%
Internal infrastructure that supports sustainability of the strategies	15	9.1%	26.3%
Other	8	4.9%	14.0%
Total	164	100.0%	287.7%

a. Dichotomy group tabulated at value 1.

A6. Does your VR agency have any business relations programs or initiatives currently in place? This includes any effort to serve business as VR customers.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	16	23.9	25.0	25.0
	Yes	48	71.6	75.0	100.0
	Total	64	95.5	100.0	
Missing	Not Answered	3	4.5		
Total		67	100.0		

A6b. Do you want to add another program or initiative?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	33	49.3	75.0	75.0
	Yes	11	16.4	25.0	100.0
	Total	44	65.7	100.0	
Missing	Not Asked	16	23.9		
	Not Answered	7	10.4		
	Total	23	34.3		
Total		67	100.0		

A7. Does your VR agency have any business relations programs or initiatives related to Section 503 of the Rehabilitation Act and the Vietnam Era Veteran's Readjustment Assistance Act (VEVRAA)?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	24	35.8	40.7	40.7
	Selected	35	52.2	59.3	100.0
	Total	59	88.1	100.0	
Missing	Not Answered	8	11.9		
Total		67	100.0		

A8. Does your VR agency partner or network with federal agencies, state entities and/or business organizations regarding business relations?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	3	4.5	4.6	4.6
	Yes	62	92.5	95.4	100.0
	Total	65	97.0	100.0	
Missing	Not Answered	2	3.0		
Total		67	100.0		

A8a.Federal agencies (N= 61; Not Asked= 3; Not Answered= 3)

	Responses		Percent of Cases
	N	Percent	
Department of Labor	37	17.1%	60.7%
Department of Education	33	15.2%	54.1%
Office of Federal Contract Compliance Programs (OFCCP)	40	18.4%	65.6%
Department of Veterans Affairs	37	17.1%	60.7%
Office of Personnel Management	17	7.8%	27.9%
Federal employers in your state	37	17.1%	60.7%
Other	14	6.5%	23.0%
Not applicable	2	0.9%	3.3%
Total	217	100.0%	355.7%

a. Dichotomy group tabulated at value 1.

A8. State Entities (N=61; Not Asked = 3; Not Answered = 3)

	Responses		Percent of Cases
	N	Percent	
Department of Labor	44	9.7%	72.1%
Department of Education	49	10.8%	80.3%
Department of HR/Personnel	32	7.1%	52.5%
American Indian VR Services Program	25	5.5%	41.0%
Developmental Disability Agency	49	10.8%	80.3%
Mental Health Agency	46	10.2%	75.4%
Welfare/TANF	33	7.3%	54.1%
Department of Corrections	35	7.7%	57.4%
State Workforce Investment Board	51	11.3%	83.6%
Other VR agency in your state (Blind/General) if applicable	40	8.8%	65.6%
Department of Veterans Affairs	38	8.4%	62.3%
Other	9	2.0%	14.8%
Not applicable	2	0.4%	3.3%
Total	453	100.0%	742.6%

a. Dichotomy group tabulated at value 1.

A8c. Business Organizations (N=61; Not Asked= 3; Not Answered = 3)

	Responses		Percent of Cases
	N	Percent	
Society of Human Resource Management (SHRM)	43	26.7%	71.7%
Chamber of Commerce	52	32.3%	86.7%
Business Leadership Network (BLN)	35	21.7%	58.3%
National Industry Liaison Group (NILG)	19	11.8%	31.7%
Other	12	7.5%	20.0%
Total	161	100.0%	268.3%

a. Dichotomy group tabulated at value 1.

<u>Section B</u>: Staffing and Organizational Structure

B1. How much time do you spend on business relations? Please respond using a number of FTEs (full time employee), for example "1FTE" means you spend 100% of your time as an FTE on business relations. (N= 62; Not Answered=5)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	.00	4	6.5	6.5	6.5
	.05	2	3.2	3.2	9.7
	.20	2	3.2	3.2	12.9
	.25	8	12.9	12.9	25.8
	.30	2	3.2	3.2	29.0
	.50	6	9.7	9.7	38.7
	.60	1	1.6	1.6	40.3
	.65	1	1.6	1.6	41.9
	.70	1	1.6	1.6	43.5
	.75	3	4.8	4.8	48.4
	1.00	32	51.6	51.6	100.0
	Total	62	100.0	100.0	

B1. How much time do you spend on business relations? Please respond using a number of FTEs (full time employee), for example "1FTE" means you spend 100% of your time as an FTE on business relations. (N= 62; Not Answered=5)

	N	Minimum	Maximum	Mean	Std. Deviation
FTE	62	.00	1.00	.6823	.37032
	62				

B2. Does your VR agency have specialized staff (i.e., staff who spend more than 50% of their time) implementing business relations strategies?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	20	29.9	30.3	30.3
	Yes	46	68.7	69.7	100.0
	Total	66	98.5	100.0	
Missing	Not Answered	1	1.5		
Total		67	100.0		

B2a. If so how many FTEs?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	10	14.9	21.7	21.7
	2	5	7.5	10.9	32.6
	3	4	6.0	8.7	41.3
	4	2	3.0	4.3	45.7
	5	3	4.5	6.5	52.2
	7	5	7.5	10.9	63.0
	8	1	1.5	2.2	65.2
	9	1	1.5	2.2	67.4
	10	2	3.0	4.3	71.7
	11	1	1.5	2.2	73.9
	12	2	3.0	4.3	78.3
	13	1	1.5	2.2	80.4
	14	2	3.0	4.3	84.8
	17	1	1.5	2.2	87.0
	20	1	1.5	2.2	89.1
	30	1	1.5	2.2	91.3
	37	1	1.5	2.2	93.5
	47	1	1.5	2.2	95.7
	55	1	1.5	2.2	97.8
	70	1	1.5	2.2	100.0
	Total	46	68.7	100.0	
Missing	Not Answered	1	1.5		
	Not Asked	20	29.9		
	Total	21	31.3		
Total		67	100.0		

B2a. How many FTEs?

	N	Range	Minimum	Maximum	Mean	Std. Deviation
Number of FTEs	46	69	1	70	10.40	14.787

B3. What additional staff (full or part-time), other than the NET single point of contact, have business relations job responsibilities? (Check all that apply) (N=65; Not Answered= 2)

	Responses		Percent of Cases
	N	Percent	
Regional point of contact	24	17.3%	36.9%
Job placement specialists	34	24.5%	52.3%
Vocational rehabilitation counselors	40	28.8%	61.5%
Administrators	21	15.1%	32.3%
Other	20	14.4%	30.8%
Total	139	100.0%	213.8%

a. Dichotomy group tabulated at value 1.

B4. Does your agency use external resources/staff for business relations (e.g., Community Rehabilitation Providers (CRPs))?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	15	22.4	22.4	22.4
	Yes	52	77.6	77.6	100.0
	Total	67	100.0	100.0	

B5. What basic qualifications must the business relations personnel have? (check all that apply)(N=64, Not Answered =3)

	Responses		Percent of Cases
	N	Percent	
Experience developing effective relationships with business	55	25.3%	85.9%
An understanding of business structure	40	18.4%	62.5%
Knowledge of business and employment practice	53	24.4%	82.8%
Experience with disability related issues and solutions in the workplace	53	24.4%	82.8%
Other	16	7.4%	25.0%
Total	217	100.0%	339.1%

a. Dichotomy group tabulated at value 1.

B6.What skill sets do business relations staff in these positions possess? (Check all that apply) (N=65; Not Answered =2)

	Responses		Percent of Cases
	N	Percent	
Marketing and outreach	57	24.5%	87.7%
Strategic planning	26	11.2%	40.0%
Business development	49	21.0%	75.4%
Staff development and training	39	16.7%	60.0%
Understanding of VR services available to business at a state and national level	55	23.6%	84.6%
Other	7	3.0%	10.8%
Total	233	100.0%	358.5%

a. Dichotomy group tabulated at value 1.

B8. What are the top three components that you consider most important to managing business relations? (N=64; Not Answered =3)

	Responses		Percent of Cases
	N	Percent	
Communication	50	26.0%	78.1%
Timeliness of response	48	25.0%	75.0%
Effective tracking system	8	4.2%	12.5%
Reliability	31	16.1%	48.4%
Use of accurate/up-to-date local labor market information	6	3.1%	9.4%
Trust	33	17.2%	51.6%
Follow-up after placement	15	7.8%	23.4%
Other	1	0.5%	1.6%
Total	192	100.0%	300.0%

a. Dichotomy group tabulated at value 1.

Section C: Marketing, Outreach, and Business Contacts

C1. Is the NET single point of contact's contact information available on your VR agency's website?

		Frequency	Percent	Valid Percent	Cumulative Percent
	No	33	49.3	50.8	50.8
Valid	Yes	32	47.8	49.2	100.0
	Total	65	97.0	100.0	
Missing	Not Answered	2	3.0		
Total		67	100.0		

C2. Does your VR agency's website provide information on the VR services available to businesses?

		Frequency	Percent	Valid Percent	Cumulative Percent
	No	9	13.4	14.1	14.1
Valid	Yes	55	82.1	85.9	100.0
	Total	64	95.5	100.0	
Missing	Not Answered	3	4.5		
Total		67	100.0		

C3. Does your VR agency's website provide links to? (Check all that apply) (N=63; Not Answered 4)

		Responses		Percent of Cases
		N	Percent	
	CSAVR's Talent Acquisition Portal (TAP)	1	1.3%	1.6%
	Consumer's resumes	2	2.6%	3.2%
	Hiring businesses' contact information	7	9.2%	11.1%
	Other state employment websites	30	39.5%	47.6%
	None of the above	20	26.3%	31.7%
	Other	16	21.1%	25.4%
Total		76	100.0%	120.6%

a. Dichotomy group tabulated at value 1.

C4. Does your VR agency use a contact management system or database, like a digital Rolodex to manage business contacts?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	38	56.7	59.4	59.4
	Yes	26	38.8	40.6	100.0
	Total	64	95.5	100.0	
Missing	Not Answered	3	4.5		
Total		67	100.0		

C5. How does your VR agency conduct outreach to businesses? (N=65; Not Answered =2)

	Responses		Percent of Cases
	N	Percent	
Personal contact by the NET single point of contact	53	12.9%	81.5%
Personal contact by job placement specialists	48	11.7%	73.8%
Personal contact by vocational rehabilitation counselors	54	13.1%	83.1%
Through our website	30	7.3%	46.2%
Through VR contractors	35	8.5%	53.8%
Through business organizations (e.g., Chamber of Commerce)	50	12.2%	76.9%
Through social media	28	6.8%	43.1%
Through job fairs	53	12.9%	81.5%
With printed marketing materials	52	12.7%	80.0%
Other	8	1.9%	12.3%
Total	411	100.0%	632.3%

a. Dichotomy group tabulated at value 1.

C6. Do you collect any other data from businesses (beyond contact information)?

		Frequency	Percent	Valid Percent	Cumulative Percent
	No	30	44.8	47.6	47.6
Valid	Yes - please specify	33	49.3	52.4	100.0
	Total	63	94.0	100.0	
Missing	Not Answered	4	6.0		
Total		67	100.0		

C8. Does your VR agency collect information from businesses in any of the following ways? (Check all that apply) (N=61, Not Answered= 6)

		Responses		Percent of Cases
		N	Percent	
	Survey	12	7.9%	19.7%
	Focus group	15	9.9%	24.6%
	Advisory Boards	24	15.9%	39.3%
	Participation in professional associations (Chamber of Commerce, SHRM)	41	27.2%	67.2%
	Not Applicable	11	7.3%	18.0%
	Other	6	4.0%	9.8%
	One-on-one outreach (email, telephone, etc...)	42	27.8%	68.9%
Total		151	100.0%	247.5%

a. Dichotomy group tabulated at value 1.

C8a. Does your VR agency collect information from businesses in any of the following ways?

		Frequency	Percent	Valid Percent	Cumulative Percent
	Less than once a year	6	9.0	13.6	13.6
	Annually	4	6.0	9.1	22.7
	Semi-annually	4	6.0	9.1	31.8
Valid	Monthly	8	11.9	18.2	50.0
	Weekly	6	9.0	13.6	63.6
	Daily	4	6.0	9.1	72.7
	Other	12	17.9	27.3	100.0
	Total	44	65.7	100.0	
Missing	Not Asked	12	17.9		
	Not Answered	11	16.4		

		Frequency	Percent		
	Total	23	34.3		
Total		67	100.0		

<u>Section D</u>: Use of Labor Market Data

D1. Does your VR agency use labor market data? Note: This includes labor market data accessed from outside sources or data collected internally by your VR agency.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No - Please explain	4	6.0	6.2	6.2
	Yes	61	91.0	93.8	100.0
	Total	65	97.0	100.0	
Missing	Not Answered	2	3.0		
Total		67	100.0		

D2. From which of the following sources does your VR agency obtain labor market data: (N= 59; Not Asked = 4; Not Answered = 4)

	Responses		
	N	Percent	
Federal entities (e.g. Bureau of Labor Statistics)	41	27.2%	69.5%
State departments (e.g. Department of Labor)	54	35.8%	91.5%
Private firms	8	5.3%	13.6%
Academic and/or non-profit organizations	16	10.6%	27.1%
Internal sources (e.g. VR agency-generated data)	27	17.9%	45.8%
Other	5	3.3%	8.5%
Total	151	100.0%	255.9%

a. Dichotomy group tabulated at value 1.

D3. Please specify which elements of labor market data your VR agency uses: (N= 60; Not Asked= 4; Not Answered=3)

	Responses		Percent of Cases
	N	Percent	
Employment and unemployment data and forecasts	47	13.9%	78.3%
Wage data for different industries and occupations (general population)	53	15.7%	88.3%
Industry sector data and job growth in different occupation types	52	15.4%	86.7%
Occupation data and job growth in different occupation types	55	16.3%	91.7%
Labor turnover and mobility	22	6.5%	36.7%
Average hours worked and earnings (VR specific)	39	11.6%	65.0%
Population characteristics	28	8.3%	46.7%
General economic trends	39	11.6%	65.0%
Other	2	0.6%	3.3%
Total	337	100.0%	561.7%

a. Dichotomy group tabulated at value 1.

D4. How does your VR agency use <u>traditional</u> labor market data? (Check all that apply) (N= 59; Not Asked =4; Not Answered = 4)

		Responses		Percent of Cases
		N	Percent	
	To assist consumers in making an informed choice about their vocational goal	56	21.5%	94.9%
	To support strategic planning	31	11.9%	52.5%
	To inform job placement	51	19.5%	86.4%
	To identify training initiatives	32	12.3%	54.2%
	To evaluate programs	21	8.0%	35.6%
	To identify business partners	37	14.2%	62.7%
	To communicate with businesses	32	12.3%	54.2%
	Other	1	0.4%	1.7%
Total		261	100.0%	442.4%

a. Dichotomy group tabulated at value 1.

D5.Does your VR agency use real-time labor market data?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	43	64.2	74.1	74.1
	Yes	15	22.4	25.9	100.0
	Total	58	86.6	100.0	
Missing	Not Asked	4	6.0		
	Not Answered	5	7.5		
	Total	9	13.4		
Total		67	100.0		

D7. Please specify which elements of <u>real-time</u> labor market data your VR agency uses: (Check all that apply) (N= 15; Not Asked = 47, Not Answered =5)

	Responses		Percent of Cases
	N	Percent	
Industry codes (NAICS)	10	11.8%	66.7%
Occupation codes (SOC)	14	16.5%	93.3%
Job title	12	14.1%	80.0%
Job requirements	12	14.1%	80.0%
Wage and salary	13	15.3%	86.7%
Number of available positions	11	12.9%	73.3%
Geographic information	12	14.1%	80.0%
Other	1	1.2%	6.7%
Total	85	100.0%	566.7%

a. Dichotomy group tabulated at value 1.

D8. How does your VR agency use <u>real-time</u> labor market data? (Check all that apply) (N=15, Not Asked = 47; Not Answered = 5)

	Responses		Percent of Cases
	N	Percent	
To assist consumers in making an informed choice about their vocational goal	15	21.7%	100.0%
To support strategic planning	9	13.0%	60.0%
To inform job placement	13	18.8%	86.7%
To identify training initiatives	9	13.0%	60.0%
To evaluate programs	5	7.2%	33.3%
To identify business partners	10	14.5%	66.7%
To communicate with businesses	8	11.6%	53.3%
Total	69	100.0%	460.0%

a. Dichotomy group tabulated at value 1.

Section E: Topical Module on Small Business

E1. Of the businesses your VR agency has relationships with, please estimate the percentage that are small businesses?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	75% - 100%	4	6.0	6.3	6.3
	50% - 75%	24	35.8	37.5	43.8
	25% - 50%	15	22.4	23.4	67.2
	0% -25%	10	14.9	15.6	82.8
	Don't know	11	16.4	17.2	100.0
	Total	64	95.5	100.0	
Missing	Not Asked	1	1.5		
	Not Answered	2	3.0		
	Total	3	4.5		
Total		67	100.0		

E2. Do you tailor your business relation strategies to the size of the business?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	15	22.4	23.8	23.8
	Yes	48	71.6	76.2	100.0
	Total	63	94.0	100.0	
Missing	Not Answered	4	6.0		
Total		67	100.0		

E3. How does your VR agency conduct outreach to small businesses? (Check all that apply) (N=65; Not Answered =2)

	Responses		Percent of Cases
	N	Percent	
Personal contact by NET single point of contact	37	10.5%	56.9%
Personal contact by job placement specialists	47	13.4%	72.3%
Personal contact by vocational rehabilitation counselors	55	15.6%	84.6%
Through our website	20	5.7%	30.8%
Through VR contractors	32	9.1%	49.2%
Through job fairs	41	11.6%	63.1%
Through social media	20	5.7%	30.8%
Through business organizations (e.g. Chamber of Commerce)	52	14.8%	80.0%
With printed marketing materials	44	12.5%	67.7%
Other	4	1.1%	6.2%
Total	352	100.0%	541.5%

a. Dichotomy group tabulated at value 1.

E4. Of the outreach strategies that you selected, which is most effective for reaching small businesses?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Personal contact by job placement specialists	23	34.3	37.1	37.1
	Personal contact by the NET single point of contact	12	17.9	19.4	56.5
	Personal contact by vocational rehabilitation counselors	18	26.9	29.0	85.5
	Through VR contractors	1	1.5	1.6	87.1
	Through business organizations (e.g., Chamber of Commerce)	5	7.5	8.1	95.2
	Through job fairs	1	1.5	1.6	96.8
	Business Development Specialists	1	1.5	1.6	98.4
	Personal contact by our business service consultants	1	1.5	1.6	100.0
	Total	62	92.5	100.0	
Missing	Not Answered	5	7.5		
Total		67	100.0		

E5. How does your VR agency approach small businesses?

With one consumer in mind		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	24	35.8	42.1	42.1
	2	6	9.0	10.5	52.6
	3	19	28.4	33.3	86.0
	4	8	11.9	14.0	100.0
	Total	57	85.1	100.0	
Missing	Not Answered	10	14.9		
Total		67	100.0		

E5. How does your VR agency approach small businesses?

With multiple consumers in mind		Frequency	Percent	Valid Percent	Cumulative Percent
	1	4	6.0	7.4	7.4
	2	18	26.9	33.3	40.7
Valid	3	9	13.4	16.7	57.4
	4	23	34.3	42.6	100.0
	Total	54	80.6	100.0	
Missing	Not Answered	13	19.4		
Total		67	100.0		

E5. How does your VR agency approach small businesses?

With a specific job in mind		Frequency	Percent	Valid Percent	Cumulative Percent
	1	3	4.5	5.4	5.4
	2	19	28.4	33.9	39.3
Valid	3	17	25.4	30.4	69.6
	4	17	25.4	30.4	100.0
	Total	56	83.6	100.0	
Missing	Not Answered	11	16.4		
Total		67	100.0		

E5. With the general needs of the employer in mind

With the general needs of the employer in mind		Frequency	Percent	Valid Percent	Cumulative Percent
	1	28	41.8	49.1	49.1
	2	14	20.9	24.6	73.7
Valid	3	11	16.4	19.3	93.0
	4	4	6.0	7.0	100.0
	Total	57	85.1	100.0	
Missing	Not Answered	10	14.9		
Total		67	100.0		

The following responses were either provided for check all that apply questions that required specifications when "other – please specify" was selected, and for open ended questions.

1c. What are the key responsibilities of your VR agency's NET single point of contact? (Check all that apply)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	2	3.0	50.0	50.0
	Assistive Technology for Business (their website accessibility testing, software testing, etc.)	1	1.5	25.0	75.0
	Not in place	1	1.5	25.0	100.0
	Total	4	6.0	100.0	
Missing	Not Asked	63	94.0		
Total		67	100.0		

5. What are your key responsibilities as your VR agency's NET single point of contact (Check all that apply)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	46	68.7	73.0	73.0
	Develop relationships with external partners that benefit IVRS' role in the community	1	1.5	1.6	74.6
	Direct the VR Program	1	1.5	1.6	76.2
	Distribute NET information and job leads to field staff, retain NET information as appropriate	1	1.5	1.6	77.8
	facilitate direct placements of job seekers into employment, conduct work readiness workshops, interview job seekers for employment readiness, document progress in System 7; track placements, job seekers referral within a Google Doc -there in no data system for the business team, track job leads from businesses, educate and support VR counselors; manage relationship with the Workforce Entity Counterpart, DOES	1	1.5	1.6	79.4
	I manage a small caseload, am a consultant to our counseling staff for their job ready clients, facilitate trainings for clients, and network with a multitude of businesses across eastern Iowa, and so business relations is just one phase of my job since we are a small agency.	1	1.5	1.6	81.0
	Inform staff of options	1	1.5	1.6	82.5
	Legislative outreach and information sharing	1	1.5	1.6	84.1
	Networking - Relationship Building	1	1.5	1.6	85.7

		Frequency	Percent	Valid Percent	Cumulative Percent
	Set performance standards for these staff; QA for business relations, ADA Coordinator, member of executive leadership team, design marketing materials for business, liaison to SRC employment committee	1	1.5	1.6	87.3
	share info related to NET	1	1.5	1.6	88.9
	Strategic planning, branding of PA OVR and Training of Combined Agency Staff on Business Srv and Outreach	1	1.5	1.6	90.5
	Supervise district managers to partner with businesses.	1	1.5	1.6	92.1
	To direct a team of Assistive Technology Specialists to work with businesses on employee accessability issues.	1	1.5	1.6	93.7
	Training and Technical Assistance on outreach, hiring, retention and advancement strategies	1	1.5	1.6	95.2
	Training new Placement Staff	1	1.5	1.6	96.8
	Translate business needs to counselors to make sure training is relevant to the current and predicted labor market needs	1	1.5	1.6	98.4
	Workforce Development Boards	1	1.5	1.6	100.0
	Total	63	94.0	100.0	
Missing	Not Asked	4	6.0		
Total		67	100.0		

11. Which of the fields below best describes your primary academic background? (Check all that apply)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	47	70.1	71.2	71.2
	Bachelors In Education with Graduate Work In School Middle Management	1	1.5	1.5	72.7
	BS in Education and Rehabilitation	1	1.5	1.5	74.2
	Clinical Counseling	1	1.5	1.5	75.8
	Counseling	1	1.5	1.5	77.3
	Currently in last semester of MA ESE program	1	1.5	1.5	78.8
	Education	1	1.5	1.5	80.3
	Education. I am a CPC (Certified Personnel Consultant) recognizied by the National Association of Personnel Consultants (Recruiter)	1	1.5	1.5	81.8
	Human Services	1	1.5	1.5	83.3
	Juris Doctor	1	1.5	1.5	84.8
	Marketing	1	1.5	1.5	86.4
	Psychology	1	1.5	1.5	87.9
	Psychology/Counseling Grad work	1	1.5	1.5	89.4
	Rehab	1	1.5	1.5	90.9

		Frequency	Percent	Valid Percent	Cumulative Percent
	Rehabilitation Counseling	2	3.0	3.0	93.9
	Rehabilitation Counseling/Psychology	1	1.5	1.5	95.5
	Rehabilitation Services	2	3.0	3.0	98.5
	social work	1	1.5	1.5	100.0
	Total	66	98.5	100.0	
Missing	Not Answered	1	1.5		
Total		67	100.0		

12a. Which one of the following best describes your business background?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	21	31.3	70.0	70.0
	American Management Association Certificate in Business Management	1	1.5	3.3	73.3
	Direcotr of Sales & Marketing - Hospitality Industry	1	1.5	3.3	76.7
	Disability management	1	1.5	3.3	80.0
	Employer Representative for WorkforceWV	1	1.5	3.3	83.3
	Government Relations/Lobbying	1	1.5	3.3	86.7
	Hotel Managment	1	1.5	3.3	90.0
	MSM	1	1.5	3.3	93.3
	previous workforce agency experience	1	1.5	3.3	96.7
	Private talent acquistion service (Head Hunter)	1	1.5	3.3	100.0
	Total	30	44.8	100.0	
	Not Asked	36	53.7		
Missing	Not Answered	1	1.5		
	Total	37	55.2		
Total		67	100.0		

A1. Use of the term "business relations" can vary across states and agencies. How does your state VR agency define the term "business relations" in the context of vocational rehabilitation?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	At Nebraska VR, we use the term "business relations" to mean outreach to businesses locally to inform them of the services we offer through our agency, and to promote the hiring of our clients within those businesses.	1	1.5	1.6	1.6
	Building and maintaining a relationship where the busiess can contact us for questions and is comfortable sharing job leads knowing we will supply qualified candidates who are assetts to thier company, and we can contact when we have people who meet thier criteria for possibly unadvertised positions or references for other companies.	1	1.5	1.6	3.3
	Building mutually beneficial partnerships with Iowa businesses	1	1.5	1.6	4.9
	Business Development and Placement Services (BDS) has the broad role of marketing the Agency and its clients to the business/employer community. Services are established to provide assistance to all MDRS staff in their efforts to place clients who have successfully completed or are near completion of their planned services. The staff of BDS will provide resources to MDRS staff to enhance job development and placement efforts for clients. EC is to call on businesses in their respective district and develop relationships with them. Once a relationship is established the EC will continue to call on the business to provide services and conduct job development and follow-up. The EC will develop specific job leads from the businesses and a variety of other sources resulting in placement of MDRS clients. The EC will also assist counselors in pre-screening of clients to determine " job ready" status. ECs will serve as consultants to businesses on job accomodation, Job Tryouts, OJT, WOTC, LINCS and any other incentives that may be available to employers who hire MDRS clients. ECÍs will provide industry specific job development, client specific job development and job development of all job openings they find. Providing services to employers is the focus of the job development efforts of the BDS staff who educate employers about capabilities of persons with disabilities. The goal of BDS is to identify opportunities to make available a broad range of occupational choices for rehabilitation clients.	1	1.5	1.6	6.6

Business relations in our agency means to engage business in such a way that it increases the employment opportunities for customers of VR. This includes, but is not limited to: Employer training, agency presentations, connecting businesses to resources outside of VR, translating real time labor market information, and advising counselors and job seekers.	1	1.5	1.6	8.2
Business relations is to develop effective and productive relationships with targeted corporations and businesses through the delivery of a consistent and positive message about 1) working with DARS, 2) positioning DARS as the single portal for hiring qualified applicants with disabilities, 3) helping DARS units develop an effective response to ñjob ordersî, 4) facilitating the participation of community rehabilitation providers in new and innovative roles in partnership with DARS and businesses, and 5) improving the capacity of field units to build local business relationships.	1	1.5	1.6	9.8
Business relations means business relationships. The act of initially connecting with a business, establishing a rapport, offering services that would be beneficial to the business with the end result of developing a connection that links qualified candidates with employment.	1	1.5	1.6	11.5
Business Relations means meeting the needs of our business customers in terms of talent acquisition and training/support.	1	1.5	1.6	13.1
business relations. Their primary mission is to respond to Workforce Development Needs of Alaskans with Disabilities by working with businesses in a coordinated progressive model.	1	1.5	1.6	14.8
Connecting with business and assisting with employment needs.	1	1.5	1.6	16.4
Customer services to and sustained relation with any Employer or Business including: Understanding each Business/Employer organizational culture, needs, products, services and mission. Providing a qualified talent pipeline & skilled workforce as a deliverable. On-boarding support to of VR or Iwd talent. Consulation on Disability related workforce topics. On-boarding resources and tax incentives individually packages for each business or organization	1	1.5	1.6	18.0
DARS works in partnership with business so we can understand the needs and expectations of the business . With this partnership paradigm, we can tailor our services to best fit business needs or refer qualified individuals for employment opportunities.	1	1.5	1.6	19.7
Department that works to coordinate the services and supports we provide to business. This also involves sharing, training on and coordinating that information to the Vocational Rehabilitation Counselors.	1	1.5	1.6	21.3

Develop and maintain business relationship for education awareness and consultation on employment of people with disabilities	1	1.5	1.6	23.0
Developing positive relationships with businesses to meet their employment needs. Educating businesses on the benefits of hiring individuals participating in the VR program.	1	1.5	1.6	24.6
Developing relationships with businesses	1	1.5	1.6	26.2
Developing relationships with businesses in order to assess business needs so that we can offer services to support diverse workplaces including connecting employers to a pool of job candidates with disabilities.	1	1.5	1.6	27.9
Dual customer with business being the second customer. Business relations means development and maintenance of partnerships with business that are mutually beneficial, where we provided products and services that meet their needs, all in relation to disability.	1	1.5	1.6	29.5
Employer engagement for the purpose (primarily) of job development and placement	1	1.5	1.6	31.1
Even though our agency has adopted the dual customer approach and when working with businesses our staff interacts with the employer as though they are a customer, in practical application they do not use business relations as a placement strategy and are still focused on one consumer - one job. I think in part this occurs because of the size of our agency and the number of consumers available at any one time for an employer to have access to for their positions. Increasing the size of the talent pool through cooperation across all of VR statewide and nationally increases the talent pool and helps build the business relationship, but the staff working on the front lines struggle to implement this strategy, largely due to placement requirements (outcomes) and a large number of consumers with intensive placement needs.	1	1.5	1.6	32.8
For CTVR, business relations refers to our outreach efforts in developing and maintaining effective partnerships with businesses in our state for the purposes of vocational outcomes for our consumers as well as partnering with different businesses for the purposes of referring consumers to our programs.	1	1.5	1.6	34.4
Generally speaking, am the point of contact for businesses recruiting; hiring; advancing; and maintaining people with disabilities. Also, responsibile for collaborating more with the business community.	1	1.5	1.6	36.1

I work with business, non-profits, and other local governmental agencies to establish relationships, assists with getting individuals with disabilities employed, employment assessments, and volunteer opportunities.	1	1.5	1.6	37.7
I would define business relations as a mutually beneficial partnership between agency and business. The agency should be available to assist business with anything related to the employment of individuals with disabilities including, but not limited to, referal of qualified applicants, sensitivity trainings, ADA compliance questions, and accomodations. Business relations may change over time, but both the agency and the business should continue to build and maintain trusting relationships that will generate a seamless hiring and employment process for job seekers.	1	1.5	1.6	39.3
Identification of and partnership with employers for placement of qualified VR consumers with available jobs.	1	1.5	1.6	41.0
identifying the workforce needs of businesses and matching DVR's talent pool to meet business needs	1	1.5	1.6	42.6
In my opinion, IVRS reaches out to Iowa Business and Industry through a variety of venues to identify employers who are looking for opportunties to address diversity and/or disabiity related issues for recruiting and retaining qualified individuals with disabilities. These employers are engaged in discussions and/or connected with field staff that can help them learn more about IVRS resources that can support their workforce needs.	1	1.5	1.6	44.3
job development, promoting VR services to businesses, marketing clients to businesses, providing disability awareness training to employers. Creating internships and work experiences with employers for students and adults who are blind and low vision.	1	1.5	1.6	45.9
ME BRS has a dual customer approach to services, serving both job seekers with disabilities and the businesses who hire them. In our business relations work, the focus is on the business customer and involves discovery of the business' needs (especially related to workforce), identifying funds, programs and strategies to respond to those needs; and sustaining a trusting relationship in order to remain responsive as business needs change	1	1.5	1.6	47.5
My agency feels taht counselors are business relations staff	1	1.5	1.6	49.2
n/a in process of looking to hire a someone to develop businesses	1	1.5	1.6	50.8

NHVR sees our business partners and a valued customer. We ar their to answer any question they have in regard to recruiting, hiring, retaining, promoting or marketing to people with disabilites.	1	1.5	1.6	52.5
Not a strong definition	1	1.5	1.6	54.1
Our employment specialists and to some degree, our VR Counselors reach out to businesses in the community to establish a relationship that may result in an employment outcome. We also use these relationships to develop internship and on the job training opportunities.	1	1.5	1.6	55.7
Our Employment Specialists assist employers with any disability related issues, staffing, accommodations, retention, and training.	1	1.5	1.6	57.4
Our partners	1	1.5	1.6	59.0
Please refer to website link for complete details on job desciption: http://dhs.sd.gov/EWTF/Employment%20Works%20Task%20Force%20report%20(FINAL).pdf	1	1.5	1.6	60.7
Point of contact for the business community	1	1.5	1.6	62.3
Provide job placement/job matching services. Provide consultation on "reasonable accommodations".	1	1.5	1.6	63.9
Reaching out to potential employers, to discuss potential job openings and potential client referrals. We also provide some ADA consulting to businesses.	1	1.5	1.6	65.6
Relate to businesses on behalf of job seekers with disabilities.	1	1.5	1.6	67.2
Single Point of Contact to the employer and key community partners with a dual costumer approach (Candidate and Employer).	1	1.5	1.6	68.9
Supporting Businesses with disability awareness, job matching, employment, mock interview and Job Seekers with resume support, applying for jobs, providing work readiness training and job clubs.	1	1.5	1.6	70.5
The agency does not have a formal defination of business relations. However, the term could be defined as establishing and maintaining relationships with business for the purpose of assisting individuals with disabilities to obtain, regain, or maintain employment while providing technical assistance to business to enhance their personnel resource pool and providing supports to their existing employees who may have disabilities.	1	1.5	1.6	72.1
The relationship among our state VR program and businesses in the communities. We serve to meet business demands with our supply of qualified candidates for positions within businesses.	1	1.5	1.6	73.8

Response			
The term business relations is defined as the entity responsible for building long-term business relationships with businesses that results in employment outcomes for individuals with disabilities.	1	1.5	1.6	75.4
The term is used to recognize that there are organizations that are viewed as a business (deliverying goods and services to the public), and there are organizations that are viewed as an employer (hiring, retention and advancement opportunities for people with disabilities). Depending on the type or nature of the relationship with the organization, it could be viewed as one, the other, or both. Developing effective business/employer relations, to be successful in acheiving vocational rehabilitation for individuals with disabilities, often requires developing relations with the business/employer community that exceeds the exclusive focus on just the person or caseload at hand. By understanding the culture of a business/employer, and supporting their efforts to include people with disabilities as customers/applicants/employees, our work in vocational rehabilitation becomes more accurate, current and relative to the needs of the community and labor force.	1	1.5	1.6	77.0
they really don't. It is how I market to both businesses and staff	1	1.5	1.6	78.7
To maintain a relationship with employers by meeting their employment needs and acting as a consultant for their employment needs. This is completed through honesty, integrity and follow through. In turn, this leads to a long-term relationships with employer and leads to job opportunities for our clients.	1	1.5	1.6	80.3
To provide full service business assitance for business owners and employers in devloping short/long term strategies regarding disability related issues and assiting individuals with disabilities maximize employment opportunities	1	1.5	1.6	82.0
Utilizing a dual-customer approach to VR: serving both consumers and businesses. Providing valuable services to businesses and local/state/federal government agencies, such as pre-screening of qualified applicants to assist businesses with recruitment.	1	1.5	1.6	83.6
We consider a business to be a customer of ours just as our consumers are. (dual customers)	1	1.5	1.6	85.2

We define business relations as understanding businesses and their needs. Appreciation for their bottom line. Utilizing our partnerships and connections to match the business need with our talent pool. Also connecting businesses to our entire Rehab Community so business can have access to all people with disabilities. Maximizing return on investment for the tax payers dollars that are allocated for the VR programs. It is also providing the business with access to resources, accomodations and trainings.	1	1.5	1.6	86.9
We have a dual customer approach to services. Business Relations is the work we do to support businesses (as the primary customer) interested in integrating individuals with disabilities into the workforce.	1	1.5	1.6	88.5
We have a dual customer approach, VR clients being one and business partners the other. Each are important to the other's success.	1	1.5	1.6	90.2
We have a team of Employment Consultants marketing our services and developing relationships which progress to business partners where we place many consumers in a variety of positions.	1	1.5	1.6	91.8
We have instituted a Consultative Sales approach to business development. Rather than approaching business when we have a need (a candidate to place) we have shifted our focus to developing relationships with businesses and offering an array of services, and identifying how we can meet the hiring needs based on what we learn as we nurture the relationship. We see our role as very similar to that of a staffing agency, providing recruitment and retention support, flexible tools for businesses to meet candidates through worksite training and work experiences.	1	1.5	1.6	93.4
We look at building trust relationships with businesses so that they can give opportunities to our clients to work for them. We listen to their needs and partner in the areas we can in order to have our clients work with them. We purchase equipment, adaptive technology, OJT, among others.	1	1.5	1.6	95.1

		Frequency	Percent	Valid Percent	Cumulative Percent
	We provide expert tools and resources to businesses looking to enhance their workforce. Business Network services support the natural relationship between MRS customers, counselors, and community businesses. Our services identify qualified job candidates, ensure that appropriate supports and communication are in place, plan for prevention of disability, and help businesses manage disabilities when injury occurs. The focus of our services is businesses profitability and a sound match between workers and jobs." Our current director carries the torch with respect to the "dual-customer" approach developed by CSAVR-NET Director and members.	1	1.5	1.6	96.7
	We provide technical assistance to businesses regarding the employment of persons with disabilities and placement services to them along with marketing services.	1	1.5	1.6	98.4
	Working with businesses, and linking clients with businesses, and businesses with clients.	1	1.5	1.6	100.0
	Total	61	91.0	100.0	
Missing	Not Answered	6	9.0		
Total		67	100.0		

A3. Does your VR agency provide the following types of services to businesses? (Check all that apply)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	"Progressive Employmen" options	1	1.5	1.7	1.7
	Not Selected	51	76.1	87.9	89.7
	Consultation	1	1.5	1.7	91.4
	Employee retention services and assist business with returning vets who are newly disabled	1	1.5	1.7	93.1
	Prevention services to businesses through our Occupational Therapists on staff.	1	1.5	1.7	94.8
	Sec 503 compliance to recruite qualified Iwd and support on-boarding and diversity of a businesses workforce	1	1.5	1.7	96.6
	SPOC	1	1.5	1.7	98.3
	technical assistance to HR staff on employment issues in the workplace concerning PWD	1	1.5	1.7	100.0
	Total	58	86.6	100.0	
Missing	Not Asked	7	10.4		
	Not Answered	2	3.0		
	Total	9	13.4		
Total		67	100.0		

A4. Is your VR agency currently engaged in the following business relations activities?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	50	74.6	86.2	86.2
	Customized conferences such as our recent one on Sect 503 of the Rehab Act with HRCI credits for training	1	1.5	1.7	87.9
	developing cohort training	1	1.5	1.7	89.7
	developing electronic database to track business contacts	1	1.5	1.7	91.4
	Employee Development training, technical assistance, problem solving	1	1.5	1.7	93.1
	Hosted couple of OFCCP events	1	1.5	1.7	94.8
	Inclusion in needs assessment survey feedback	1	1.5	1.7	96.6
	Our agency has a developed electronic database for tracking business contacts however, it is not well used and/or maintained as it is not an intuitive/user-friendly system. We did conduct a business satisfaction survey when our unit was administering an ARRA program which involved work experience opportunities with businesses; we also conduct business satisfaction surveys with state departments who have referred state employees to our agency for services and/or assistance with reasonable accomodations.	1	1.5	1.7	98.3
	TAP	1	1.5	1.7	100.0
	Total	58	86.6	100.0	
Missing	Not Asked	7	10.4		
	Not Answered	2	3.0		
	Total	9	13.4		
Total		67	100.0		

A5. Please select there areas in which your agency is most effective in serving businesses:

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	49	73.1	86.0	86.0
	Business Recognition Events	1	1.5	1.8	87.7
	Development and Coordination of an Employer Disability Resource Network	1	1.5	1.8	89.5
	Establishment of networking opportunities	1	1.5	1.8	91.2
	excellent customer service	1	1.5	1.8	93.0
	Our VR Staff Dedication to supplying qualified applicants, Establishment of Employer Accounts, Job Retention	1	1.5	1.8	94.7
	providing technical assistance pertaining to assistive technology	1	1.5	1.8	96.5
	trust in me	1	1.5	1.8	98.2
	We are developing a new structure for our business relation program to improve the level of effectiveness in sone of these areas.	1	1.5	1.8	100.0
	Total	57	85.1	100.0	
Missing	Not Asked	7	10.4		
	Not Answered	3	4.5		
	Total	10	14.9		
Total		67	100.0		

A6a. Please provide a description of the programs or initiatives in the space below, include information about how the practice meets the needs of businesses and improves employment outcomes for people with disabilities.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	503 Federal Contractors	1	1.5	2.4	2.4
	Access2Ability - Partnership with Manpower: This is a program for candidates who have the skills necessary to be successful, but who may need expereince and/or trial work periods to become fully productive. IVRS refers these candidates through Manpower, who does the screening and testing for the identified skills and abilities and referred to businesses as a temp or temp-to-hire employee of Manpower.	1	1.5	2.4	4.8
	Accessibility Surveys	1	1.5	2.4	7.1
	Business Relations staff training on Section 503 -- through partnering with OFCCP and other entities, Colorado DVR is working to achieve a strong understanding of compliance issues so we can adequately support and provide general technical assistance to employer partners.	1	1.5	2.4	9.5
	Combined PA OVR Agency Business Services and Outreach Dision with local District Offcie Business Srv. Teams	1	1.5	2.4	11.9
	Connect-ability Staffing is a division on CT VR and utilizes a dual customer approach in working with CT businesses and CT VR Consumers in order to further vocational outcomes through quality job matches.	1	1.5	2.4	14.3
	develop & sustain business partnerships/business as primary customer	1	1.5	2.4	16.7
	Development of Business Relations Specialists (BRS) identified in each district throughout the state.	1	1.5	2.4	19.0
	Development of Strategic Plan to be implemented throughout this next fiscal year	1	1.5	2.4	21.4
	Employer Awards	1	1.5	2.4	23.8
	Employer Based Skill Evaluation	1	1.5	2.4	26.2
	Employer Development	1	1.5	2.4	28.6
	Employment Encounters	1	1.5	2.4	31.0
	Employment First Initiative: http://dhs.sd.gov/EWTF/Employment%20Works%20Task%20Force%20report%20(FINAL).pdf	1	1.5	2.4	33.3
	Employment Outcomes Professional II (EOP II) Program: A consultative approach to understanding and meeting employers' hiring needs.	1	1.5	2.4	35.7
	Federal 503 initiatives are ongoing with several companies	1	1.5	2.4	38.1
	http://www.maine.gov/rehab/employer_services/index.shtml	1	1.5	2.4	40.5

http://www.nhletsworktogether.org/	1	1.5	2.4	42.9
Il DRS is currently in the process of a unique business partnership with a company in Chicago. This company provides a subcontracted service to businesses doing process execution work. The business has come to DRS as a direct sourcing agent. A flow process has been established that demonstrates the single point of contact model between the business and DRS. In addition, DRS is in the process of providing them a curriculum developer and trainer to specifically train some candidates on job sets and other additional skills required to perform these process execution positions. This training and curriculum develop will all be done onsite at the business. It will be individualized based on the specific skills needed by each candidate and will vary in regards to total time. It is expected that customer will be transitioned into employment after that, but not mandatory. These work sets are not meant to replace workers and cannot be applied to actual business needs.	1	1.5	2.4	45.2
Individual contacts with potential business	1	1.5	2.4	47.6
Initiative with OFCCP	1	1.5	2.4	50.0
Internal State internship program for state employment. Provides opportunity for pwd to intern up to 12 weeks with possiblity of getting hired. Businesses get to see the candidate in the actual work environment and the interns get to experience	1	1.5	2.4	52.4
Launched a statewide "Business Team"of VR staff last year	1	1.5	2.4	54.8
MRC Employer Account Management System	1	1.5	2.4	57.1
Multiple workplace intiatives w/ Supply Chain Logistic operations.	1	1.5	2.4	59.5
Networking events to bring businesses to job seekers	1	1.5	2.4	61.9
Our agency conducts Expos each year across the state. The Arkansas Department Career Expo is a one day event that showcases the agency's services in a tradeshow environment. The goal has been to increase awareness of the agency's services in communities across Arkansas. Over ten EXPOS have been conducted to date, attracting over 3000 attendees. The EXPOs include a job fair where rehabilitation clients, students and the public have access to local employers who are ready to hire. Another important component is a reality fair for clients, students and the public have access to local employers who are ready to hire. Another important component is a reality fair for clients featuring mini-workshops on budgeting, interviewing and dressing for success.	1	1.5	2.4	64.3
Place and train (curriculum and soft skills training delivered at work site)	1	1.5	2.4	66.7
Placement Partnership	1	1.5	2.4	69.0
Project Search	1	1.5	2.4	71.4

	PWDNET - People with Disabilities Network - PWDNET is a partnership linking businesses and job seekers; filling vacant positions with qualified work-ready individuals with disabilities. Public agencies partner with the business sector to ensure a great fit that benefits both. PWDNET ensures that the bottom line of productivity is met through hiring and retaining a talented and qualified workforce of individuals with disabilities.	1	1.5	2.4	73.8
	Quest Internship Program: Provides internship opportunities at various state government agencies throughout Maryland.	1	1.5	2.4	76.2
	See our entire business relations program and services via our specific webpage for business partners: www.rehab.alabama.gov/business-partners	1	1.5	2.4	78.6
	Skilled Workforce Apprentice Training program	1	1.5	2.4	81.0
	South Dakota Employment Works Task Force	1	1.5	2.4	83.3
	Talent Preview Program - is a subsidized internship program for employers to train and learn about our job seekers.	1	1.5	2.4	85.7
	TAP- Talent Acquisition Portal	1	1.5	2.4	88.1
	TAP/NET Implementation	1	1.5	2.4	90.5
	We are working with OFCCP to provide training to businesses in our community	1	1.5	2.4	92.9
	We continue to promote a dual customer initiative by training new staff on the Employment Outcomes Professional curriculum obtained from Bill Santos.	1	1.5	2.4	95.2
	We have business services, which we rely on to build our business relationships and increase employment opportunities for consumers. http://www.ncdhhs.gov/dsb/business/	1	1.5	2.4	97.6
	We help with an annual employment conference to which we bring consumers who are ready for employment. At this conference we bring businesses to talk to us about their needs. As part of this conference, the businesses inteview our clients; and a number of them have hired our clients. At this conference, we show the most current technology, and bring presenters to talk about misconceptions about blindness.	1	1.5	2.4	100.0
	Total	42	62.7	100.0	
	Not Asked	16	23.9		
Missing	Not Answered	9	13.4		
	Total	25	37.3		
Total		67	100.0		

A6a. Please provide a description of the programs or initiatives in the space below, include information about how the practice meets the needs of businesses and improves employment outcomes for people with disabilities.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	1	1.5	3.1	3.1
	Career Connect	1	1.5	3.1	6.3
	Certificate Programs	1	1.5	3.1	9.4
	connect businesses with MEBLN & USBLN/other resources	1	1.5	3.1	12.5
	Customized partnerships such as our Office Depot (formerly OfficeMax) multi-faceted venture with direct hires, pre-hire training program for SD and MSD, and comprehensive & varied training.	1	1.5	3.1	15.6
	Disability Awareness Training	1	1.5	3.1	18.8
	Employer Resource Guide	1	1.5	3.1	21.9
	Gov. 5% Hiring Initiative	1	1.5	3.1	25.0
	How-to-Guide manual to help Business or Employers all PA State and Community Rehabilition Agencies to recruit and on-board Iwd talent	1	1.5	3.1	28.1
	http://www.education.nh.gov/career/vocational/index.htm	1	1.5	3.1	31.3
	http://www.workabilityutah.org/hiring/support.php	1	1.5	3.1	34.4
	Industry Spotlights - allow business to come into the agency to education job seekers and VR counselors about a particular industry, employment opportunity projections, and expectation for successful applicants	1	1.5	3.1	37.5
	Initiative to conduct hiring events/job fair	1	1.5	3.1	40.6
	Live Resume events form of networking in small groups, up to 40	1	1.5	3.1	43.8
	Monthly training sessions for BRS staff which includes use of the NET Modules developed and published in 2011	1	1.5	3.1	46.9
	MRC / OFCCP Annual Hiring Event	1	1.5	3.1	50.0
	Muliple employer workplace intiatice funded by a private family foundation	1	1.5	3.1	53.1
	NY TAP Talent Credit Union	1	1.5	3.1	56.3
	OFCCP workshops	1	1.5	3.1	59.4
	OJT	1	1.5	3.1	62.5
	On-the-job training (50% subsidy to business for hire up to 3 months)	1	1.5	3.1	65.6
	On-the-job training program: DORS provides businesses reimbursement of consumer salaries; encourages businesses to employ recent training grads.	1	1.5	3.1	68.8

	One of our districts has a Business Advisory Council which advises on the needs of businesses in our community. This is helping us to redirect the way we approach businesses when wanting them to hire our clients. At the same time, they learn about our services, features, and benefits that we can provide to them.	1	1.5	3.1	71.9
	Paid Work Experiences - partnering with temporary agencies to create PWEs for hard and soft skills development	1	1.5	3.1	75.0
	Pilot on employment of partners and follow up	1	1.5	3.1	78.1
	REDI - Partnership with Walgreens: A training program at Walgreens that provides retail skills to trainees with a variety of disabilities. Iowa has partnered with 8 stores and CRP's in Iowa to deliver this training.	1	1.5	3.1	81.3
	Retaining a Valued Employee (RAVE) is an initiative designed to provide support to business when assisting employees who experience injury or illness that results in disability. The employees remain at work or are returned when it is safe and medically feasible. RAVE was recently identified as an emerging practice by the Rehabilitation Services Administration.	1	1.5	3.1	84.4
	Seattle, Tacoma, Yakima, Tri-Cities - NDEAM/SHRM Partnership Events	1	1.5	3.1	87.5
	SPOC	1	1.5	3.1	90.6
	Sucessfull efforts in increasing State of Ak, Provisional Hires	1	1.5	3.1	93.8
	Talent Acquisition Portal (TAP): www.tapability.org	1	1.5	3.1	96.9
	USe of Community Rehabilitation Providers to leverage their relationships with CT Businesses.	1	1.5	3.1	100.0
	Total	32	47.8	100.0	
	Not Asked	16	23.9		
Missing	Not Answered	19	28.4		
	Total	35	52.2		
Total		67	100.0		

A6a. Please provide a description of the programs or initiatives in the space below, include information about how the practi
meets the needs of businesses and improves employment outcomes for people with disabilities.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	2	3.0	7.4	7.4
	Annual Governor's Disability Summit hosted by our agency, the Gov. office, and other partners	1	1.5	3.7	11.1
	Bi-Annual Employer Workshop This workshop will provide information on employing people with disabilities and related employment issues and give you an opportunity to network with business professionals. There is no fee to attend, and lunch as well as a tour will be provided. Bi-Annual Work Ability Job Fair This is an excellent opportunity to market your business - whether you have openings or not - to persons with disabilities who are ready, willing and able to work. The job fair helps participants learn job search preparation skills and gives you a chance to provide feedback and descriptions of future positions. Lunch will be served to employers at no cost and booth reservation is free of charge. Workshops for job seekers as well as employers include topics such as online applications, applying with state and federal agencies, successful strategies for interviewing, dressing on a dime for interviews, and business partner panel. If you are interested in participating on the business panel, please let us know we will be more than willing to accommodate your booth while you are on the panel.	1	1.5	3.7	14.8
	Disability Awareness Education - we host internal disability awareness educaton session and we visit employer sites to provide awareness education to employees	1	1.5	3.7	18.5
	Disability Related Trainings	1	1.5	3.7	22.2
	Employer Disability Resource Network: www.EDRNetwork.org	1	1.5	3.7	25.9
	Employer Job Driven Training Programs	1	1.5	3.7	29.6
	Employer Outreach Meetings	1	1.5	3.7	33.3
	Employment First Governor's Commission on Jobs: http://www.flgov.com/gcjfd/	1	1.5	3.7	37.0

Fast Forward--collaboration with workforce partners for cohort training with business from variety of parnter agencies	1	1.5	3.7	40.7
Federal Agency hiring Initiative	1	1.5	3.7	44.4
Federal Contractor (503) Outreach; Governor's Executive Order on Employment of PWD; Supported Employment in State Government	1	1.5	3.7	48.1
Federal hiring - partnership with federal agencies, such as SSA: Recruitment services provided to federal agencies, as well as, internship programs.	1	1.5	3.7	51.9
Federal Hiring - Schedule A Colorado DVR has relationships with many federal agencies in CO	1	1.5	3.7	55.6
Increased efforts on helping businesses achieve Section 503, OFCCP compliance to hire PWD and meet their 7% quotas	1	1.5	3.7	59.3
Industry Specific Training and Placement Programs - Group OJT Programs that are coordinated with local businesses and occur on site at the business in order to train and supply talent from VR. A third party entity is contracted by CT VR to learn the business and provide universally accessible training to the Employers specifications.	1	1.5	3.7	63.0
Initiative to provide qualified internship candidates across the state	1	1.5	3.7	66.7
Internships	1	1.5	3.7	70.4
Job Analysis/Assistive Technology/Job Accommodations	1	1.5	3.7	74.1
Job Shadowing Program	1	1.5	3.7	77.8
Meet Industry/Sector or Business--Career specific event	1	1.5	3.7	81.5
Project Search	1	1.5	3.7	85.2
PSEG	1	1.5	3.7	88.9
PWD with felony backgrounds	1	1.5	3.7	92.6
Time limited On the Job Training wage reimbursement of Internships, Externship, Seasonal and Temporary work to build work skills, resume and to refine career goal & IPE planning.	1	1.5	3.7	96.3
VA Medical Center initiative with direct hires, special summer work program for youth with disabilities, and pre-hire work experience leading to potential hire	1	1.5	3.7	100.0
Total	27	40.3	100.0	
Missing Not Asked	16	23.9		
Not Answered	24	35.8		

		Frequency	Percent	Valid Percent	Cumulative Percent
	Total	40	59.7		
Total		67	100.0		

A6b. Do you want to add another program or initiative?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Advanced Skills Training	1	1.5	10.0	10.0
	Business Network Unit was established in 2008 to help launch business services across the state to our business customers	1	1.5	10.0	20.0
	DREAM job fairs statewide	1	1.5	10.0	30.0
	Expand current time limited OJT's used for Transition Youth 25 and under to all age groups served by PA OVR agency	1	1.5	10.0	40.0
	MRC "Call Us First" Program	1	1.5	10.0	50.0
	Pre-screen qualified applicants	1	1.5	10.0	60.0
	Starbucks Corporation Employment Initiative	1	1.5	10.0	70.0
	Talent Acquisition Portal--providing assistance for DVR job seekers to be placed on national talent match site	1	1.5	10.0	80.0
	Tapping Fresh Talent Career Fairs annual events with large groups	1	1.5	10.0	90.0
	US BLN membership	1	1.5	10.0	100.0
	Total	10	14.9	100.0	
Missing	Not Asked	49	73.1		
	Not Answered	8	11.9		
	Total	57	85.1		
Total		67	100.0		

A6b. Do you want to add another program or initiative?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	3	4.5	30.0	30.0
	After pilot launch statewide Customized Employment model with ID and SAMSA stakeholders increasing our services to PA Most Severly Disabled consumer customers.	1	1.5	10.0	40.0
	Customized training to meet demand occupation needs	1	1.5	10.0	50.0
	Fee-for-Service program	1	1.5	10.0	60.0
	MRS 27--expedited hiring for DVR job seekers who have successfully completed internship at local or state government agency	1	1.5	10.0	70.0
	On-Site Employer Placement Programs	1	1.5	10.0	80.0
	Support services to include OJT, Supported Employment/Job Coaches	1	1.5	10.0	90.0
	Weyerhauser Corporation Employment Initiative	1	1.5	10.0	100.0
	Total	10	14.9	100.0	
Missing	Not Asked	49	73.1		
	Not Answered	8	11.9		
	Total	57	85.1		
Total		67	100.0		

A6b. Do you want to add another program or initiative?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	6	9.0	60.0	60.0
	Employer Advisory Council (Commissioner)	1	1.5	10.0	70.0
	Increasing all support including Independent Living (IL) and Employment to PA residnets who are deaf/blind	1	1.5	10.0	80.0
	Outerwall Corporation Employment Initiative	1	1.5	10.0	90.0
	PROMISE grant--federal ED grant for SSI youth	1	1.5	10.0	100.0
	Total	10	14.9	100.0	
Missing	Not Asked	49	73.1		
	Not Answered	8	11.9		
	Total	57	85.1		
Total		67	100.0		

A6b. Do you want to add another program or initiative?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	7	10.4	70.0	70.0
	Business Advisory Council	1	1.5	10.0	80.0
	Expand Summer Youth Colege Academy to PA OVR consumer customers served by our Blindness & Visual Services Division	1	1.5	10.0	90.0
	Washington State Socieity of Human Resource Managemment - statewide chapter relationship development	1	1.5	10.0	100.0
	Total	10	14.9	100.0	
Missing	Not Asked	49	73.1		
	Not Answered	8	11.9		
	Total	57	85.1		
Total		67	100.0		

A6b. Do you want to add another program or initiative?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	8	11.9	80.0	80.0
	Expand Business Collaborations with PA OVR How-to-Guide model used in the Iwd apprenticeship program with The Hershey Co.	1	1.5	10.0	90.0
	SHRM State Council Conference - GOLD Sponsorship	1	1.5	10.0	100.0
	Total	10	14.9	100.0	
Missing	Not Asked	49	73.1		
	Not Answered	8	11.9		
	Total	57	85.1		
Total		67	100.0		

A6b. Do you want to add another program or initiative?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	9	13.4	90.0	90.0
	Increase opportuibnities and staff knowledge/support to PA OVR consumer customers interested in self employment or franchise opportunities.	1	1.5	10.0	100.0
	Total	10	14.9	100.0	
Missing	Not Asked	49	73.1		
	Not Answered	8	11.9		
	Total	57	85.1		
Total		67	100.0		

A7a. Please specify program/initiative

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Business Network Unit staff have been trained and currently partner with our local OFCCP office regarding the newly revised regs. Additionally, the agency is partnering with local BLN and NILG organizations and holding events specifically targeting federal contractors. Lastly, district Business Resource Specialists (BRS) are going through training currently and will be provided a listing of federal and subcontractors in their region for outreach purposes.	1	1.5	3.1	3.1
	Co-hosted (along with SCILG) a federal contractors forum to discuss new 503 initiatives, Led panel discussions to include best practices.	1	1.5	3.1	6.3
	Collaborative no-cost presentations with PA Onestop and Workforce Investment Boards since 2013 Linkages with PA U.S. OFCCP Offices to assit Contractors in recruitment of qualified pre-screened talent Joint Mid Atlantic ADA Technical Assistance Center presentations to SHRM, Chamber of Commerce and Trace Associations on ADAAA and Sec. 503... how VR can be a no-cost resource.	1	1.5	3.1	9.4
	Currently planning an informational/hiring event for the fall of 2014. Also marketing services to federal contractors at an upcoming manufacturers trade show.	1	1.5	3.1	12.5

Everything we do supports the business with meeting their 503/VEVRRA goals. Our offerings allow business to demonstrate their efforts to market and recruit individuals with disabilities. i.g. direct employment, internships, Industry Spotlight presentations to job seekers with disabilities, conducting mock interviews and providing feedback to increase the job seekers's employment opportunities, participating in disability awareness education efforts, marketing employment vacancies to the job seekers with disabilities.	1	1.5	3.1	15.6
Hosted first ever VR conference, in concert with our state BLN, on Sect. 503 of the Rehab Act. Built a VR toolkit to market related, customized services. Engaged OFCCP, EEOC and national trainers from their organizations. Followed this by a comprehensive marketing plan in Alabama to direct connects with Federal contractors at the local level. Working in concert with Industry Liaison Group as well.	1	1.5	3.1	18.8
Initiative includes marketing directly to 503 affected business and providing training and tools.	1	1.5	3.1	21.9
Looking at it in our strategic plan which is still in process	1	1.5	3.1	25.0
LRS has a MOU with the Regional VA's office that tracks services to statewide dual consumers to insure that are receiving both VA and VR services. Our Program Coordinator for Veterans Affairs also conducts training with the DVOP's, and LVERS	1	1.5	3.1	28.1
Nebraska VR has utilized an email "blast" to local businesses falling under the guidelines of Section 503, and we have partnered with the local OFCCP office to provide informational presentations to businesses and local HR groups.	1	1.5	3.1	31.3
OFCCP events	1	1.5	3.1	34.4
Ongoing Coordination with Veterans agencies and with OFCCP office to connect with businesses	1	1.5	3.1	37.5
Our agency has partnered with the Office of Federal Contracting and Compliance to stage a Federal Opportunities Career Fair for Federal Contractors and Agencies for our VR Consumers. CT VR is also in the process of finalizing an MOU with the VA to serve eligible consumers jointly in a fast track to employment through CA staffing.	1	1.5	3.1	40.6
Part of overall Business Engagement strategy.	1	1.5	3.1	43.8
Partners with Regional OFCC	1	1.5	3.1	46.9

Placing more emphasis on promoting awareness of technical support to federal contractors or subcontractors available from both Vocational Rehabilitation and Services to the Blind and Visually Impaired.	1	1.5	3.1	50.0
Provide training to businesses on Section 503 of the Rehabilitation Act.	1	1.5	3.1	53.1
see above	1	1.5	3.1	56.3
Statewide Employment Serices Program	1	1.5	3.1	59.4
Talent Acquisition Portal: helps match Federal Contractors and Subcontractors to qualified applicants with disabilities.	1	1.5	3.1	62.5
TAP	2	3.0	6.3	68.8
The NET POC (myself) has developed a 503 presentation for employers summarizing with some detail "What Employers Need to Know about 503." The presentation has been delivered at an employer conference.	1	1.5	3.1	71.9
The PWDNET Business Relations Team is here to provide consultation, support, resources and services to help you develop your Affirmative Action Plan - Recruit & hire qualified candidates Retention of existing employees - Tranining and support We ARE HERE FOR YOU!	1	1.5	3.1	75.0
We are currently talk with our community partners (DRED, NHES etc...) to hold a educational event on Section 503 and VEVRAA	1	1.5	3.1	78.1
We are working with several companies for them to comply with Section 503.	1	1.5	3.1	81.3
We have an administrative process of receiving 503 compliance findings for employers in our state and then connecting with these employers to discuss and explore the VR-business relationship and how we might help them to come into compliance.We also have a method for receiving contacts from employers who are interested in proactively addressing diversity hiring needs though we are working to analyze the impact of these contracts and to refine this process.	1	1.5	3.1	84.4
We have multiple meetings with OFCCP officials in Seattle and Portland. We have sponored Symposiums together with contractor community. We have linked to ILG. OFCCP has referred approximately 80+ federal contractors to our agency for relationship building and candidate referrals. OFCCP staff continue to work closely with VR staff and our community providers to get word out about 503 regulations.	1	1.5	3.1	87.5
We have partnerships with the Veteran Agencies and we have provided training regarding 503.	1	1.5	3.1	90.6

		Frequency	Percent	Valid Percent	Cumulative Percent
	We partner with federal contractors, such as Acentia; we share their job openings with consumers and provide only pre-screened, qualified candidates.	1	1.5	3.1	93.8
	We sponsorede a conference with OFCCP. We will be conducting 2 conferences every year. One for the North side of the State and the other on the South part of the State.	1	1.5	3.1	96.9
	Working within our State Workforce system to partner up and deliver business services assisting relating to both.	1	1.5	3.1	100.0
	Total	32	47.8	100.0	
	Not Asked	24	35.8		
Missing	Not Answered	11	16.4		
	Total	35	52.2		
Total		67	100.0		

A8a. Does your VR agency partner or network with federal agencies regarding business relations?

		Frequency	Percent	Valid Percent	Cumulative Percent
	Not Selected	47	70.1	78.3	78.3
	Department of Treasury; FAA; SSA; HHS; DNR;	1	1.5	1.7	80.0
	EEOC	1	1.5	1.7	81.7
	Federal Probation	1	1.5	1.7	83.3
	Most of these are through the NET	1	1.5	1.7	85.0
	Multiple Ohio state agaencies	1	1.5	1.7	86.7
	nmda	1	1.5	1.7	88.3
	Oregon Vocational Rehabilitation Services	1	1.5	1.7	90.0
Valid	USDA, Railroad Retirement Board	1	1.5	1.7	91.7
	USDA, SSA, IRS, NASA, CSOSA etc.	1	1.5	1.7	93.3
	Use of Schedule A with various federal agencies	1	1.5	1.7	95.0
	VA Hospital	1	1.5	1.7	96.7
	VA VR&E collaboration	1	1.5	1.7	98.3
	we partner with a broad range of federal agencies, including all military departments/bases in WA.	1	1.5	1.7	100.0
	Total	60	89.6	100.0	
	Not Asked	3	4.5		
Missing	Not Answered	4	6.0		
	Total	7	10.4		
Total		67	100.0		

Ab. Does your VR agency partner or network with state entities regarding business relations?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	52	77.6	85.2	85.2
	Assistive Technology Partnership	1	1.5	1.6	86.9
	Department of Employment and Economic Development	1	1.5	1.6	88.5
	Department of Health and Human Services	1	1.5	1.6	90.2
	Economic Development	1	1.5	1.6	91.8
	general Assistance Program, Office of Child Support, State Economic Development agency,	1	1.5	1.6	93.4
	PA Dept. of Welfarte recently renamed Dept. of Human Services with Office of Development Programs; Gov. Advisory Committee of People with Disabilities; Office of Subtance Abuse and Mental Health; PennDOT on public transortation for Iwd to access jobs and rides to work or large corperate and business centers; PennSERV/Americorp volunteer opportunities for IWD; State Owned or Related institutions of Higher Learning; Office of Deaf and Hard of Hearing	1	1.5	1.6	95.1
	Veterans Groups	1	1.5	1.6	96.7
	WA has approx. 60 state departments and 47 institutions of higher education, all of which we have provided training, technical assistance, outreach and support toi	1	1.5	1.6	98.4
	Workforce Entity - DC Department of Employment Services.	1	1.5	1.6	100.0
	Total	61	91.0	100.0	
Missing	Not Asked	3	4.5		
	Not Answered	3	4.5		
	Total	6	9.0		
Total		67	100.0		

A8c. Does your VR agency partner or network with business organizations regarding business relations?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	49	73.1	80.3	80.3
	Business Networking International	1	1.5	1.6	82.0
	CSAVR VR-NET; NOD; SELN	1	1.5	1.6	83.6
	DC Board of Trade, Metropolitan Hispanic Chamber of Commerce, DC Jobs Council	1	1.5	1.6	85.2
	Employer Disability Resource Network	1	1.5	1.6	86.9
	HR Associations, Diversity/Inclusion Assoc.	1	1.5	1.6	88.5
	Local Provider Networks	1	1.5	1.6	90.2
	Local workforce boards, Local economic development corporations, Rotary, Business Leaders United	1	1.5	1.6	91.8
	Military Affairs Committee	1	1.5	1.6	93.4
	Portland Commission on Disabilities, Metropolitan Senior Network	1	1.5	1.6	95.1
	Talent Networks	1	1.5	1.6	96.7
	US BLN	1	1.5	1.6	98.4
	Wisconsin Economic Development Corporation	1	1.5	1.6	100.0
	Total	61	91.0	100.0	
Missing	Not Asked	3	4.5		
	Not Answered	3	4.5		
	Total	6	9.0		
Total		67	100.0		

B3. What additional staff (full or part-time), other than the NET single point of contact, have business relations job responsibilities? (Check all that apply)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	46	68.7	70.8	70.8
	1 Contractor	1	1.5	1.5	72.3
	Adminsitrative Support	1	1.5	1.5	73.8
	All Business Network Unit have a required business relations responsibility (min. 25%)	1	1.5	1.5	75.4
	Business Development Specialist	1	1.5	1.5	76.9
	Chief of Field Services	1	1.5	1.5	78.5
	Contracted providers	1	1.5	1.5	80.0
	CRP-Evaluators	1	1.5	1.5	81.5
	Employment resource specialists	1	1.5	1.5	83.1
	Executve Secretary	1	1.5	1.5	84.6
	Field level supervisors	1	1.5	1.5	86.2
	one part-time staff	1	1.5	1.5	87.7
	Program Specialists	1	1.5	1.5	89.2
	techs	1	1.5	1.5	90.8
	Two other business relations staff at .25 FTE each	1	1.5	1.5	92.3
	Voc Counselor/ Job developer Training Center	1	1.5	1.5	93.8
	Vocational Evaluators	1	1.5	1.5	95.4
	Vocational Rehabilitation Teachers, Career and Guidance Instructors	1	1.5	1.5	96.9
	VR Supervisors as local point of contact	1	1.5	1.5	98.5
	we have one job development position in our agency who works mostly regionally and with specific clients	1	1.5	1.5	100.0
	Total	65	97.0	100.0	
Missing	Not Answered	2	3.0		
Total		67	100.0		

B5. What basic qualifications must the business relations personnel have? (Check all that apply)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	48	71.6	75.0	75.0
	Ability to follow through and obtain measurable results	1	1.5	1.6	76.6
	Ability to get to the immediate needs of the business and deliver in a timely manner.	1	1.5	1.6	78.1
	ACRE Training & Pursuing CESP Credential	1	1.5	1.6	79.7
	ass all VRC's are expected to do this, there is no specific business related qualifications	1	1.5	1.6	81.3
	Associates from a two-yr technical school or community college in a problem targeting support services for human service agencies; six month practicum/internship	1	1.5	1.6	82.8
	employment accommodations/barrier removal/assistive technology	1	1.5	1.6	84.4
	Excellent communication skills, i.e. Listening, Acknowleding and Addressing Employer Concerns and Fears	1	1.5	1.6	85.9
	HR policies & practices	1	1.5	1.6	87.5
	marketing	1	1.5	1.6	89.1
	Min BA or BS in Business or closely related degree and/or combination of education and experience; Master Degree and CRC eligibility for PA OVR Business Services Counselors	1	1.5	1.6	90.6
	Our Employment Consultants are also hired to meet the education and experiential qualifications of at least an entry level VR Counselor	1	1.5	1.6	92.2
	Sales and marketing exp.	1	1.5	1.6	93.8
	Sales experience highly valued	1	1.5	1.6	95.3
	The ability to set appointments, cold call, get to the hiring authority and make presentations with follow up.	1	1.5	1.6	96.9
	Training Experience; ADA knowledge	1	1.5	1.6	98.4
	We just started hiring bachelor's level staff	1	1.5	1.6	100.0
	Total	64	95.5	100.0	
Missing	Not Answered	3	4.5		
Total		67	100.0		

B6. What skills sets do business relations staff in these positions possess? (Check all that apply)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	61	91.0	91.0	91.0
	Ability to train	1	1.5	1.5	92.5
	Customer service and sales/marketing closing skills	1	1.5	1.5	94.0
	job placement, job clubs, interviewing techniques, labor market assessments, one-stop-system services, disability awareness	1	1.5	1.5	95.5
	Networking and Relationship Skills	1	1.5	1.5	97.0
	Understanding local labor market data which relates to "Strategic planning"	1	1.5	1.5	98.5
	Understanding of WOTC, WIA (now WIOA)	1	1.5	1.5	100.0
	Total	67	100.0	100.0	

B7. Please describe your VR agency's training requirements for business relations staff. If your agency does not have specific training for business relations, please enter N/A.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1. Blindness Basics: training course offered by Hadley School for the Blind, 2. Employment Outcomes Professional II (EOP II) training, 3. Blindness Sensitivity Training	1	1.5	1.6	1.6
	6 or more years of experience placing individuals with disabilities, knowledge of the business community and economic development.	1	1.5	1.6	3.3
	ACRE and CESP Certification. 12 hours of CE hours every year	1	1.5	1.6	4.9
	Acre training	1	1.5	1.6	6.6

All new business reps and new counselors are required to attend "DSB Business Relationship Training". This has been loosely enforced due to competing priorities within the agency, especially the planning and implementation of a new case management system. Objectives of training: define placement roles and effective practices; increase proficiency of DSB business services (e.g., OJT); expand understanding of business relationship model; increase knowlede of SSI/DI and work incentives; define the consumer and business customers and describe their independence; gain insight into value of excellent customer service; Introduce the NET and initiatives, such as TAP; increase ability to build business relationships; link standards and indicators with placement data and consideration of effects on consumer (e.g., job verses career outcomes and corresponding wages.)	1	1.5	1.6	8.2
Attendance and employment-related conferences e.g. USBLN, workforce, local human resources business meetings, and chamber of commerce.	1	1.5	1.6	9.8
Business Relations 30 DAY TRAINING PLAN- Week- 1 VR Peer Network Curriculum Week 2 Employment Outcomes Training teaches skills and techniques to generate successful employment outcomes. Training also focuses on effective marketing interactions with employers. Week 3- 2- Fundamentals of basic job skills and forms . Referrals, placements, closures . Organization . System 7 client case notes . Case files . Itinerary . Monthly reports .Performance results .Training with counselors on referrals, placements & closures . Communication with counselors and district manager Week 4 - Review of all forms . Role of the BRR with clients .General office procedures . Client interviews .Review of ARS Policy Week 5 - Referrals from counselors . Start job search with referrals/clients . Business relations	1	1.5	1.6	11.5
Disability Awareness ADA DVR101	1	1.5	1.6	13.1
Each has to complete the requirements in the "Effective Employer Relationships" manual.	1	1.5	1.6	14.8
Existing internal Orientation for all employees and specialized orientation related to their service area. Operating knowledge of Aware.	1	1.5	1.6	16.4
Extensive 100 day orientation and 6 month probationary training with formal & informal training on PA OVR ; 36th IRI Business as Customer and CSAVR VR-NET Peer Network 7 modules; 1:1 Training from BSOD Chief, East/Western Secialists; Annual East/Western PA Business Services 3 day Training, Annual PA OVR Business Services Teams and SIngle Point of Contact Training.	1	1.5	1.6	18.0

Extensive training in case management as well as in employer development; a recent emphasis has been on advanced degrees and certifications	1	1.5	1.6	19.7
Extensive work directly with PWD within an employment focus and direct work with businesses where the focus is to ensure their needs are met as well. Positions are generally, but not always, Master level CRC's.	1	1.5	1.6	21.3
have developed a training program for certified Employment Specialists to work at a business site. Have not yet rolled out the training program.	1	1.5	1.6	23.0
I personally train each BR staff member. No specific training.	1	1.5	1.6	24.6
Initially it was just me and another Director. Recently we have hired 3 Bachelor level staff. We also have one counselor 25% of the time.	1	1.5	1.6	26.2
Internal new staff agency training, Job Development/Job Placement training.	1	1.5	1.6	27.9
Marketing and recruitment experience for Employment Services Specialists	1	1.5	1.6	29.5
N/A	27	40.3	44.3	73.8
No specific requirements but there is a defined training that occurs at the start of the position with VR basics covered by a field supervisor and job development, VR work attachment resources covered by NET point of contact within a shared supervision structure.	1	1.5	1.6	75.4
Our BDS staff, participate in a Core Curriculum of training and is scheduled by our Training Dept.	1	1.5	1.6	77.0
Our local Business Relations Representatives (BRRs) are trained by their managers along with our Regional Specialists for Employment Services. They cover the following topics: VR101 (business/job related services, etc.), Business Relationships (including Dual customer approach), Client Relationships, BRR Workload Management (reporting, time management, etc.)	1	1.5	1.6	78.7
Our staff have partipated in training through Employment Management Professionals Oakville. VR Counselors learn how to approach employers and create job opportunities for clients. Their website is: http://www.empoakville.com/	1	1.5	1.6	80.3
Please refer to South Dakota Department of Human Services's website, South Dakota Employment Works Task Force Report for complete details.	1	1.5	1.6	82.0
Presently, there is no specific training that we use for the business relations staff.	1	1.5	1.6	83.6

Quarterly training meetings. Each quarter the business services staff meet for a general business meeting that always contains a training component on a specific subject, such as marketing or business networking etiquette.	1	1.5	1.6	85.2
State quarterly meetings.	1	1.5	1.6	86.9
The counselors are trained quarterly on strategies to engage businesses, including understanding HR functions and hiring practices, what business needs, and assistive technology devices and services that would benefit employers.	1	1.5	1.6	88.5
They are required to go through a variety of training, including new counselor training, placement training and shadowing with more experienced BDSs.	1	1.5	1.6	90.2
We are currently developing a training curriculum for employment staff, both internal and external.	1	1.5	1.6	91.8
We are in the process of developing a training curriculum for the regional Business Resource Specialists.	1	1.5	1.6	93.4
We do bi-annual training for our business relations staff. We also put on regional job fairs and are required to attend the annual Workforce Development Conference	1	1.5	1.6	95.1
We have a 3-part employment institute, each part being two days and each specific tgo building critical KSAs for business relations. We also complete a training check list on a 37 item subject matter list completed at time of hire to know level of expertise in each area and importance on training priority for each area.	1	1.5	1.6	96.7
We have specific training for Employment Assistance Specialists. The training consists of an online module that takes approximately 40 hours to complete. In addition, it is followed up with one week of in person training where components such as developing relationships and how to do so are addressed. This training is also comprised of several role playing opportunities to help trainees become comfortable with contacting business. This week is followed up by providing participants with peer supports to observe and give feedback on contracting businesses.	1	1.5	1.6	98.4
WI uses curriculum developed by the NET for our business service consultants	1	1.5	1.6	100.0
Total	61	91.0	100.0	
Missing Not Answered	6	9.0		
Total	67	100.0		

B8. What are the top three components that you consider most important to managing business relations?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	65	97.0	100.0	100.0
Missing	Not Answered	2	3.0		
Total		67	100.0		

C3. Does your VR agency's website provide links to: (Check all that apply)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	47	70.1	74.6	74.6
	DOL information on WOTC; EEOC ADA fact sheet; JAN	1	1.5	1.6	76.2
	Employer Resource Guide with website listing for Employers	1	1.5	1.6	77.8
	Incentives, Business Relation staff contact information	1	1.5	1.6	79.4
	Links to our in-state ABLE Network talent pool of all VR consumers	1	1.5	1.6	81.0
	Lot of resources for blindness and blindness related organizations, Missouri jobs site	1	1.5	1.6	82.5
	Maine Job Bank	1	1.5	1.6	84.1
	Menu of Services to Business	1	1.5	1.6	85.7
	NFB-NEWSLINE	1	1.5	1.6	87.3
	Not sure	1	1.5	1.6	88.9
	Ohio Means Jobs	1	1.5	1.6	90.5
	Our Creative Workforce Solutions website	1	1.5	1.6	92.1
	Overview of VR services, Marketing and outreach videos, and commercials, customer success stories. A page specifically dedicated to employers and how employers can connect with public VR.	1	1.5	1.6	93.7
	please see partner websitehttp://www.workabilityutah.org/hiring/index.php	1	1.5	1.6	95.2
	the business case & related links	1	1.5	1.6	96.8
	We are currently redesigning our website.	1	1.5	1.6	98.4
	We are in the process of getting TAP on our website.	1	1.5	1.6	100.0
	Total	63	94.0	100.0	
Missing	Not Answered	4	6.0		
Total		67	100.0		

C5. How does your VR agency conduct outreach to businesses?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	57	85.1	87.7	87.7
	Business Development Specialists	1	1.5	1.5	89.2
	Governor's Business Summit	1	1.5	1.5	90.8
	OFCCP federal contractors	1	1.5	1.5	92.3
	OFCCP Referrals and Personal Connections	1	1.5	1.5	93.8
	our business service consultants are not job placement specialists and they reach out to business personally	1	1.5	1.5	95.4
	PR Marketing Firm	1	1.5	1.5	96.9
	Talent Networks	1	1.5	1.5	98.5
	Traditional Pounding of the pavement and Workforce entity-rarely. Workforce entity is very protective of their busines contacts. They are not as inclusive as they could be. Individual with Disabilities are left out of many larger employer initiatives	1	1.5	1.5	100.0
	Total	65	97.0	100.0	
Missing	Not Answered	2	3.0		
Total		67	100.0		

C6. Do you collect any other data from businesses (beyond contact information)?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	A Business Needs profile is completed on each customer which contains critical information about the company. This information is used for outreach and other business related items.	1	1.5	3.3	3.3
	a business profile with general information about the type of business and job opportunities; information specific to the partnership with VR	1	1.5	3.3	6.7
	Are they a federal contractor, how do they educate their staff, what they look for in successful job seekers, what is the hiring practice for individual with past criminal records, Do they utilize WOTC	1	1.5	3.3	10.0
	Basic business profile	1	1.5	3.3	13.3
	Build a demographic profile of 25 items in addition to an on-going documentation for each business account of services	1	1.5	3.3	16.7

Business annual reports	1	1.5	3.3	20.0
business needs, job site analysis	1	1.5	3.3	23.3
business size, hours of operation, position descriptions	1	1.5	3.3	26.7
Detailed job descriptions	1	1.5	3.3	30.0
Each business has own workforce needs and is collected	1	1.5	3.3	33.3
Employer Profile, Services to business, job openings,and number of hires with the business	1	1.5	3.3	36.7
job & workplace cultural analyses	1	1.5	3.3	40.0
job decriptions, benefits packages	1	1.5	3.3	43.3
Job descriptions, Hiring process, Job postings,	1	1.5	3.3	46.7
Networking	1	1.5	3.3	50.0
Number of hires, success stories...	1	1.5	3.3	53.3
Placement data	1	1.5	3.3	56.7
satisfaction, feedback on trainees, company demographics (shifts, skills required, number of employees	1	1.5	3.3	60.0
Site information	1	1.5	3.3	63.3
specific job posting infomation, industy type, etc.	1	1.5	3.3	66.7
Type of business. Type of people they hire	1	1.5	3.3	70.0
types of positions and qualifications for those positions; business culture; hiring process	1	1.5	3.3	73.3
Use of OJT's and organizational mission, culture and web site links	1	1.5	3.3	76.7
Various information regarding the needs of the business.	1	1.5	3.3	80.0
Vocational Placement information of successful consumers	1	1.5	3.3	83.3
We have piloted employer account management tools in the past and are in the process of developing procedures around managing employer contacts in our new case management system. Some of the info we intend to collect includes: types of jobs, characteristics of jobs, VR services offered/provided to employers, and results of those interventions. Employers are also targeted in our triennial Comprehensive Needs Assessment	1	1.5	3.3	86.7
We identify positions that our consumers can fill using specific assistive technoloby.	1	1.5	3.3	90.0
We try to keep track of application to interview hire ratios, as well as as keeping track of business profiles from the business, and track and collect our partnership flow process. Monitor consistency and reliability of partnership flow proces.	1	1.5	3.3	93.3
What are high turnover jobs, what skills & abilities are needed, etc	1	1.5	3.3	96.7

		Frequency	Percent	Valid Percent	Cumulative Percent
	WI uses Salesforce and collects a variety of information pieces and DVR shares their business leads with all the workforce parterns (shared platform)	1	1.5	3.3	100.0
	Total	30	44.8	100.0	
	Not Asked	30	44.8		
Missing	Not Answered	7	10.4		
	Total	37	55.2		
Total		67	100.0		

C7. How does your agency use information about where customers are hired to inform business relations?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1) which companies have hired 2) number of customers gone to work at a company	1	1.5	2.0	2.0
	Anecdotal information is shared within offices. We also share job leads via email.	1	1.5	2.0	4.1
	Business Name, Dept contact person's name, HR person's name, phone number and date of contact are gathered monthly and are available to staff if they need to contact a business	1	1.5	2.0	6.1
	Case files	1	1.5	2.0	8.2
	Current system of tracking is inadequate for Business Relations.	1	1.5	2.0	10.2
	Data from our MIS informs our staff on what areas we are sucessfully placing consumers, and we have a specialized business data component within our MIS that provides specific business related strategies and info on some of the businesses we are targetting. Because we are part of the State Dept of Labor, we partner on exchanging some data on UI wage info, business trends, etc. Strategies to best utilize our state labor exchange system to meet consumer and business needs, etc.	1	1.5	2.0	12.2
	demand drives establishment of industry partnerships	1	1.5	2.0	14.3
	Employer Boards and councils	1	1.5	2.0	16.3
	First in follow-up and working on a sustained relationship, then in our match between our current talent pipeline, job seeker skills and career goals with new Employers or Organizations we need to match them with.	1	1.5	2.0	18.4
	For marketing; for advising legislators, for annual reports	1	1.5	2.0	20.4
	Information about where clients are hired is provided to business relations for use in identifying other opportunities to provide additional services and build a stronger partnership.	1	1.5	2.0	22.4

It really doesn't	1	1.5	2.0	24.5
Limited to the type of positions that have been filled in the past.	1	1.5	2.0	26.5
Lots of networking and sharing of information	1	1.5	2.0	28.6
Marketing and outreach Counseling training	1	1.5	2.0	30.6
N/A	8	11.9	16.3	46.9
not sure	1	1.5	2.0	49.0
Our BDS staff utilize our Employer Module to stay current on Business/Employer's information. All VR staff can utilize the Employer Module to find information on businesses in their area.	1	1.5	2.0	51.0
Our case management, System 7, has an employer database. The counselor inputs employer information which can then be accessed by other counselors should they be looking for a specific employer.	1	1.5	2.0	53.1
Our staff will certainly return to employers who have hired our applicants in the past. Our staff also work to develop relationships with employers in industries that match the goals of our clients.	1	1.5	2.0	55.1
Placement database (hires with staff involvement pre-hire)is shared statewide with the idea that staff in other parts of state could use the information to reach out to the same business in their area. Placement database contains the name of the employer; location; contact info for employer; name of counselor or business rep who made placement; starting wage; number of hours worked; whether or not insurance was provided; business services provided to that employer; client disability and etiology. Even though this is available to all staff, few are using it to my knowledge.	1	1.5	2.0	57.1
Salesforce	1	1.5	2.0	59.2
Share success stories of past hires (word of mouth, social media, marketing videos), Report hiring data to State Dept. of Education and Federal RSA to be included in state and national employment data.	1	1.5	2.0	61.2
There is no system in place.	1	1.5	2.0	63.3
They don't. Their MIS system can provide data on effective changes on a national level on partnerships that have been developed.	1	1.5	2.0	65.3
Through Business website and annual Disability Awareness Champion events.	1	1.5	2.0	67.3
Through success stories, Top Employer Events, marketing materials and updating labor market information.	1	1.5	2.0	69.4
To establish documentation of prior employer relationships.	1	1.5	2.0	71.4

	Tracking system through VR electronic database.	1	1.5	2.0	73.5
	We are starting to pilot "industry partnerships" with other ME DOL programs/staff in industries projected to do a lot of hiring	1	1.5	2.0	75.5
	We do not have separate business relations	1	1.5	2.0	77.6
	We take the information about hire rates and expand them out to other locations in the states so we can branch them out to other locations. The data is shared with business relations specialists in other areas of the states so that they can make connections with those businesses in their locations. The information is also shared with like businesses.	1	1.5	2.0	79.6
	We talk about them at our presentations by using power point and social media.	1	1.5	2.0	81.6
	We use existing information and we also use information from the Individualized Plan for Employment to plan for future business development.	1	1.5	2.0	83.7
	we use informaton from HR managers relative to the positive soft skills and various skill sets that our consumers possess. This information is related to other HR managers as it could lead to that buisness giving our consumers a chance at an employment opportunity.	1	1.5	2.0	85.7
	We use the data collected from individuals who have been hired to continue to develop new opportunities in similiar or related fields.	1	1.5	2.0	87.8
	We use this information to determine training needs, a demand driven focus.	1	1.5	2.0	89.8
	We use this this information to help guide our efforts in expanding our relationship with that specific business, while networking through that business to find other similar sites.	1	1.5	2.0	91.8
	We're just starting with TAP	1	1.5	2.0	93.9
	Yearly report and Stories	1	1.5	2.0	95.9
	Yes	2	3.0	4.1	100.0
	Total	49	73.1	100.0	
Missing	Not Answered	18	26.9		
Total		67	100.0		

C8. Does your VR agency collect information from businesses in any of the following ways? (Check all that apply)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	55	82.1	88.7	88.7
	Civic Groups	1	1.5	1.6	90.3
	documented tours, job shadows, job analyses	1	1.5	1.6	91.9
	Employer Panels	1	1.5	1.6	93.5
	N/A	1	1.5	1.6	95.2
	OFCCP federal contractors	1	1.5	1.6	96.8
	Past history via Aware	1	1.5	1.6	98.4
	Survey/Focus Group is conducted when the Needs Assessment is done every 2/3 years.	1	1.5	1.6	100.0
	Total	62	92.5	100.0	
Missing	Not Answered	5	7.5		
Total		67	100.0		

C8a. How frequently does your VR agency gather data from businesses?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	33	49.3	73.3	73.3
	As needed (varies based on need of business and consumer)	1	1.5	2.2	75.6
	currently collecting business profiles to post on intranet - profiles will be updated at least annually	1	1.5	2.2	77.8
	During Needs Assessment which is conducted every 2/3 years	1	1.5	2.2	80.0
	No particular time frame	1	1.5	2.2	82.2
	On an on-going basis.	1	1.5	2.2	84.4
	ongoing as relationships are developed	1	1.5	2.2	86.7
	Quarterly	2	3.0	4.4	91.1
	SRC sent out survey once...	1	1.5	2.2	93.3
	uncertain	1	1.5	2.2	95.6
	Varies based on focus and need	1	1.5	2.2	97.8
	Varies: Daily to Weekly	1	1.5	2.2	100.0
	Total	45	67.2	100.0	
Missing	Not Asked	11	16.4		
	Not Answered	11	16.4		
	Total	22	32.8		
Total		67	100.0		

D1a. Does your VR agency use labor market data? Note: This includes labor market data accessed from outside sources or data collected internally by your VR agency.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	N/A	1	1.5	100.0	100.0
	Not Asked	61	91.0		
Missing	Not Answered	5	7.5		
	Total	66	98.5		
Total		67	100.0		

D2. From which of the following sources does your VR agency obtain labor market data:

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	54	80.6	91.5	91.5
	Business Publications	1	1.5	1.7	93.2
	Direct outreach to the business community	1	1.5	1.7	94.9
	O-NET	1	1.5	1.7	96.6
	Open Options purchased computer database system	1	1.5	1.7	98.3
	State Workforce Entity - Dept of Employment Services	1	1.5	1.7	100.0
	Total	59	88.1	100.0	
	Not Asked	4	6.0		
Missing	Not Answered	4	6.0		
	Total	8	11.9		
Total		67	100.0		

D3. Please specify which elements of labor market data your VR agency uses:

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	58	86.6	96.7	96.7
	Real time job leads developed and entered into our data system; our own internet based posting system for business in concert with our BLN	1	1.5	1.7	98.3
	Top Ten County Employer and Bright Jobs Outlook	1	1.5	1.7	100.0
	Total	60	89.6	100.0	
Missing	Not Asked	4	6.0		
	Not Answered	3	4.5		
	Total	7	10.4		
Total		67	100.0		

D4. How does your VR agency use _traditional_ labor market data?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	58	86.6	98.3	98.3
	Business Network Unit frequently utilizes LMI to identify business partners and to communicate with businesses. In general, the agency counselors do not use LMI for those purposes.	1	1.5	1.7	100.0
	Total	59	88.1	100.0	
Missing	Not Asked	4	6.0		
	Not Answered	4	6.0		
	Total	8	11.9		
Total		67	100.0		

D6.Where do you obtain real-time labor market data?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Chamber of Commerce Workforce Tulsa Workforce	1	1.5	8.3	8.3
	Direct contact with businesses	1	1.5	8.3	16.7
	From our business relations staff who post all leads developed.	1	1.5	8.3	25.0
	Ohio Means Jobs - Wanted Analytics	1	1.5	8.3	33.3
	Oregon Employment Dept Labor Market	1	1.5	8.3	41.7
	Our DOL state partners, Focus Suite software program our Employment agency utilizes	1	1.5	8.3	50.0
	Our Louisiana Workforce Commission website has that information readily available.	1	1.5	8.3	58.3
	PA Dept. of Labor & Industry JobGateway web site and Center for Workforce Information & Analysis (CWIA)	1	1.5	8.3	66.7
	Private vendor in VA and through WIB datahubs.	1	1.5	8.3	75.0
	Salesforce	1	1.5	8.3	83.3
	We have a cadre of Business Account Managers who are 100% outreach to the business community. All efforts are tracked in Salesforce, including open positions, training opportunities and other relevant labor market info	1	1.5	8.3	91.7
	We receive direct job postings from employers prior to general public announcements. Implenting "Call Us First" program. Employer forecasting through world wide staffing agencies	1	1.5	8.3	100.0
	Total	12	17.9	100.0	
Missing	Not Asked	47	70.1		
	Not Answered	8	11.9		
	Total	55	82.1		
Total		67	100.0		

D7. Please specify which elements of <u>real-time</u> labor market data your VR agency uses:

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	14	20.9	93.3	93.3
	Job matching analysis built into JobGateway	1	1.5	6.7	100.0
	Total	15	22.4	100.0	
Missing	Not Asked	47	70.1		
	Not Answered	5	7.5		
	Total	52	77.6		
Total		67	100.0		

D8. How does your VR agency use <u>real-time</u> labor market data?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	15	22.4	100.0	100.0
	Not Asked	47	70.1		
Missing	Not Answered	5	7.5		
	Total	52	77.6		
Total		67	100.0		

E3. How does your VR agency conduct outreach to <u>small</u> businesses?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Not Selected	61	91.0	93.8	93.8
	Business Development Specialists	1	1.5	1.5	95.4
	OFCCP referrals	1	1.5	1.5	96.9
	personal contact by our business service consultants	1	1.5	1.5	98.5
	workforce coalitions	1	1.5	1.5	100.0
	Total	65	97.0	100.0	
Missing	Not Answered	2	3.0		
Total		67	100.0		