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

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

Presenters:
Jocelyn Langrehr and Stan Mifflin
Webinar Agenda

• JD-VRTAC TA Lead will introduce the JD-VRTAC background, goals, and partners

• Presenters from Delaware DVR will discuss their JD-VRTAC project on LMI and Career Pathways

• Q&A
JD-VRTAC Goals

Improve skills of state VR agency staff, other rehab professionals & providers of VR services, who are trained to provide “job-driven” VR services & supports to PWD, employers & customized training providers.

Four Topic Areas:

1. Business Engagement
2. Employer Supports
3. Labor Market Information (LMI)
4. Customized Training Providers

www.explorevr.org
JD-VRTAC Partners

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

*In Partnership with:*
- Jobs for the Future (JFF)
- Univ. of Arkansas/CURRENTS
  - Univ. of Washington
- Council of State Administrators of Vocational Rehabilitation (CSAVR)
  - United States Business Leadership Network (USBLN)
  - Association of University Centers on Disabilities (AUCD)

*In Collaboration with:*
- National Council of State Agencies for the Blind (NCSAB)
  - Technical Assistance Center Collaborative
The JD-VRTAC provides 3 types of TA:

- **Intensive:** 11 VR agencies participated in Cohort 1 of the center’s Intensive TA and 9 agencies are participating in Cohort 2 of the center’s Intensive TA. Agencies receiving Intensive TA become members of a Learning Collaborative to share strategies and solutions.

- **Targeted:** Several agencies have requested targeted TA related to one of the four job-driven topical areas. Additionally, the Center is hosting communities of practice and forums on relevant issues.

- **Universal:** The Center hosts and archives webinars on topics related to the four job-driven topical areas and presents project information at CSAVR and NCSAB.
JD-VRTAC Learning Collaborative

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

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

JD-VRTAC Pilot Project
By 2024, Delaware will hire or replace 30% of its workforce.

Source: DE Department of Labor, Employment Projections, 2014
## Labor Market

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

Source: DE Department of Labor, Employment Projections, 2014
Delaware’s Career Pathways System

**Education**
Rigorous career pathways for all students, across key industry sectors, to ensure students earn early college credit and industry recognized credentials

**Experience**
Meaningful work experiences and opportunities for career coaching, provided by a network of engaged employers, to ensure students’ skills have value in the marketplace

**Support**
Connected services across partnering state agencies and community organizations, to ensure all youth are able to realize their postsecondary identities

**Opportunities for all Students**
Acquiring both academic and technical skills in combination with meaningful work experience gives students the freedom to choose their life’s path
• Georgetown early 2016

• Collect Assessment Tools & identify sources of LMI

• Continue collection of tools, resources, and information from other offices & compile
Statewide Roll Out Plan

Georgetown  Wilmington  Dover & Pencader
• Develop statewide approach
• IPE’s Career Pathway
• Pathways are different for each client depending where they are in their career (i.e. entry level, re-entering workforce, switching careers)
Client Career Paths
LMI Tools & Assessments

What are you using?

Career Planning

- Know Your Values
- Link Your Major & Your Career
- Research Career Options
- Identify Your Skills
- Learn About Yourself
Labor Market Information Sources

DVR Business Relations Specialists

Real Time LMI

#WIOA Career Pathways
Department of Labor
Division of Vocational Rehabilitation

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

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

Organizational Chart

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

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

<table>
<thead>
<tr>
<th>Career Assessment</th>
<th>Career Planning</th>
<th>Job Search</th>
<th>Training/LMI</th>
<th>Accommodations /AT</th>
<th>Related Links</th>
</tr>
</thead>
</table>

Delaware Pathways Partners/Stakeholders
Government, Community/Consumers, Families

Delaware Workforce Development Board
Strategic Plan aligns with DET, DVR, DVI, DE OOLMI

Community Partners:
* United Way's SPARC (web platform)
* Ability Network DE

Division of Employment and Training,
Department of Labor
ODEP grant for One Stop liaison pending with DVR

Deplant of Labor’s Division of Vocational Rehabilitation
* NTAC
* JDRVRTAC
* WINTAC

Delaware Technical and Community College
(Statewide)
* Work-based learning intermediary
* Expand industry councils with Chambers
* Align language
* Expand certification programming

End Users:
All students and youth aged 14-21
Grades 7-14
* Special Ed Teachers
* Career Counselors
* Teachers
* School Wellness Centers

Final Goals:
Serve all students statewide
Vocational guide for all DVR consumers
Employ HS Career Counselors

INTEGRATION!!!

The grant with lots of Technical Assistance focused on the 5 goals works!

The overall goal is for all Statewide student of all abilities to select a Career Pathway based upon their skills, interests, and abilities.

Pathways to Prosperity National Initiative
Delaware Pathways
JP Morgan $2mil grant provider goals:
1. Engage stakeholders
2. Coordinate financial support
3. Integrate Education and Workforce efforts
4. Work Based Learning Experiences
5. Comprehensive Career Preparation

ALL kids are included!!
## Delaware Pathways

### High School coursework
- Early College Credit and Certifications
- Work Based Learning
- Delaware Labor Market Wage Information

<table>
<thead>
<tr>
<th>Manufacturing</th>
<th>K-12 Teaching Academy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Production &amp; Logistics, Cargo, Freight Agent</td>
<td>Childcare Worker</td>
</tr>
<tr>
<td>Transportation Manager</td>
<td>Teacher Assistant</td>
</tr>
<tr>
<td>Logistics Manager</td>
<td>Teacher, Counselor</td>
</tr>
<tr>
<td>Environmental Science</td>
<td>Computer Science</td>
</tr>
<tr>
<td>Surveying &amp; Mapping Technicians</td>
<td>AV Equipment Technician</td>
</tr>
<tr>
<td>Wastewater Treatment Plant Operator</td>
<td>Web Developer, Aerospace Technician</td>
</tr>
<tr>
<td>Environmental Engineer</td>
<td>App/Software Developer, Comp Programmer</td>
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<tr>
<th>Academy of Finance</th>
<th>Engineering</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bank Teller, Insurance Appraiser</td>
<td>AV Equipment, HVAC Technician</td>
</tr>
<tr>
<td>Insurance Claims Specialist</td>
<td>Architectural Drafter, Aerospace Technician</td>
</tr>
<tr>
<td>Financial Analyst, Advisor</td>
<td>Industrial, Mechanical, Chemical Engineer</td>
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<table>
<thead>
<tr>
<th>Nursing Assistant</th>
<th>Allied Health</th>
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</thead>
<tbody>
<tr>
<td>Certified Nursing Assistant</td>
<td>Medical Assistant, EMT, Vocational Nurse</td>
</tr>
<tr>
<td>Registered Nurse, Respiratory Tech</td>
<td>Dental Hygienist, Sonographer</td>
</tr>
<tr>
<td>Bachelor of Nursing</td>
<td>Physical Therapist, Nutritionist</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Cisco Networking</th>
<th>Biomedical Science</th>
</tr>
</thead>
<tbody>
<tr>
<td>Telecommunications Installer</td>
<td>Phlebotomist, Medical Transcriptionist</td>
</tr>
<tr>
<td>Comp Network Specialist</td>
<td>Occupational Therapy Tech, Cardio Tech</td>
</tr>
<tr>
<td>Comp Network Architect, Network Admin</td>
<td>Biochemist, Bio Engineer</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Delaware Pathways</th>
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</thead>
<tbody>
<tr>
<td>Ready to get started?</td>
</tr>
<tr>
<td>Visit the website for more information: DELAWAREPATHWAYS.ORG</td>
</tr>
</tbody>
</table>
• Delaware Pathways stems directly from the “Delaware Promise”, Governor Jack Markell’s commitment that by 2025, 65% of Delaware’s workforce will earn a 2 or 4-year degree or professional certificate, matching the percentage of Delaware jobs requiring one.

• Delaware Pathways works hand-in-hand with key government and business partners to identify key Delaware industries with a growing shortage of skilled workers, and create Pathways to meet those future needs.

• Delaware Pathways recognizes 4-year and 2-year degrees and industry certifications with equal importance and weight, especially since Delaware’s skill gap has identified significant needs in low and middle-skill jobs.

• Delaware Pathways provides holistic information that parents and students need to understand the various pathways to success, whether that means earning an Associate’s degree, gaining an industry credential, or graduating from a university with a four-year degree.

2015 Conference (Feb 2015)

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

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>8:30am – 9:00am</td>
<td>Breakfast / Networking</td>
</tr>
<tr>
<td>9:00am – 9:05am</td>
<td>Welcome / Introduction - Gary Stockbridge</td>
</tr>
<tr>
<td>9:05am – 9:15am</td>
<td>Opening Remarks - Governor Jack Markell</td>
</tr>
<tr>
<td>9:15am – 9:45am</td>
<td>National Overview - Bob Schwartz</td>
</tr>
<tr>
<td>9:45am – 10:15am</td>
<td>Panel Discussion</td>
</tr>
<tr>
<td></td>
<td>Moderator: Bob Schwartz</td>
</tr>
<tr>
<td></td>
<td>Panelists: Focus on Manufacturing program as example…</td>
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<tr>
<td></td>
<td>• Dusty Blakey, Superintendent, Colonial School District</td>
</tr>
<tr>
<td></td>
<td>• Joe Zecca, Student, William Penn High School (HS Manufacturing Program)</td>
</tr>
<tr>
<td></td>
<td>• Mitch Magee, Director of Engineering, PPG Industries, Inc.</td>
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<tr>
<td></td>
<td>• Paul Morria, Assistant Vice President for Workforce Development,</td>
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<tr>
<td></td>
<td>Delaware Tech</td>
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<tr>
<td>10:15am – 10:20am</td>
<td>General Session Closeout</td>
</tr>
<tr>
<td>10:20am – 10:40am</td>
<td>Break</td>
</tr>
<tr>
<td>10:40am – 12:00pm</td>
<td>Breakout Sessions on Secondary Career Pathways:</td>
</tr>
<tr>
<td></td>
<td>Conference Room A: Manufacturing Logistics and Technician Programs of</td>
</tr>
<tr>
<td></td>
<td>Study</td>
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<td></td>
<td>Conference Room B: Computer Science Program of Study</td>
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<tr>
<td></td>
<td>Conference Room C: Engineering and Biomedical Science Programs of</td>
</tr>
<tr>
<td></td>
<td>Study</td>
</tr>
<tr>
<td></td>
<td>Conference Room D: Culinary &amp; Hospitality Management Program of Study</td>
</tr>
<tr>
<td>12:10pm – 12:30pm</td>
<td>Innovation Grant Overview – Luke Rhine</td>
</tr>
<tr>
<td>12:30pm – 1:30pm</td>
<td>Lunch / School Team Discussion</td>
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<tr>
<td></td>
<td>• Technical Assistance to school teams to be provided by Delaware</td>
</tr>
<tr>
<td></td>
<td>Department of Education staff during lunch</td>
</tr>
</tbody>
</table>
• Started planning in Nov ‘15
• Limited budget (food, pre-event, Strongpoint)
• Hosted by DelTech
• 275 attendees
• Lumina showcase / VIP pre-event
  • Corp. leaders, comm. leaders & elected officials
• Launched strategic plan & website
• Breakout sessions linked to strategic plan
• Incorporated College Success Report

2016 Conference (Feb 2016)
2017 Pathways Conference Team Debrief

What went well?

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

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

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

Next Steps:
• Planning Meeting – month of April
• Reviewing & curating videos & images
• Schedule of events for 2017/18 SY
DVR says YES!
• DVR Toolkit
• DEI Grant
• 2017 DE Pathways Conference - success
• Planning Statewide 2018 Conference March – week long
• Goal 3 of Delaware Promise
Questions?

THANK YOU FOR YOUR ATTENTION

QUESTIONS?
JD-VRTAC Project Presenters:
• Jocelyn Langrehr: jocelyn.langrehr@state.de.us
• Stan Mifflin: mifflin.stanley@state.de.us

JD-VRTAC TA Lead and Host:
Linda Mock: linda.mock@umb.edu