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Good afternoon everyone. Welcome to our Explore VR webinar. Per curiam with workforce and business engagement. My name is Katie Allen and I am an associate at the Institute for community inclusion. Point to talk about a few logistical points before we begin our webinar today in introduce our host and presenters. First if you're calling into the webinar today, please remember to mute your phone. We encourage all participants to listen to the webinar on headphones or through their computer speakers. If you must: Today, phones can view -- be muted by pressing star six. If you have any technical difficulties during the webinar today ,-comma-coma-co mma please first close all other Internet applications and try to reconnect. Disconnect and then reconnect to the webinar. Usually that will result the issue but if you still experience any technical problems, please contact our instructional technology specialist at the ICI. His e-mail addresses on the screen. Third we will save all questions and comments to the end of the presentation today. Close to the end of the presentation, a box will appear on the right side of the screen where you can type all of your questions and comments and we will address them when the presentation is coming to an end. Fourth, there will be an evaluation that will show up at the end of the presentation after the question and comments period. Please follow the link to the evaluation to complete the survey. If you are a counselor and you would like certified rehabilitation Counselor credits for completing the webinar today, you must also complete the evaluation. We encourage all participants to complete the evaluation because your feedback helps us develop other webinars for the future. Finally this webinar is being recorded and it will be archived on the Explore VR .org. You can find all of our archived webinars on Explore VR as well is a list of our upcoming webinars. I would like to introduce your host today, Jeannie Miller from the University of Arkansas and Jeannie is going to talk to about the JD-VRTAC project and introduce Yvonne Wright, our presenter for today's webinar.

Welcome everyone to the webinar this afternoon. So glad so many of you could be with us. We have a number of goals for the job-driven VR technical assistance Center. The job-driven center goals are to improve the skills of state very agency staff and other rehab professionals and providers of VR services. Particularly those who are trained to provide job-driven VR services. We have for topic areas, and they are business engagement, and I am the lead on the developing tools for the business engagement toolkit. And the webinars are some of those tools. So if you have ideas, please be sure at the end of the session when you fill out your evaluation to let us know what kinds of other topics you need in the business engagement area. The other areas are employer sports, closely related to business engagement, labor market information, and customized training. It is only for topic areas for the job-driven center, and all of them have toolkits under development at Explore VR .org. A number of partners participate in -- and contribute on this grant. ICI, the Institute for community inclusion and the end -- University of Massachusetts Boston is the grantee. The partners include jobs for the future, University of Arkansas, that is my shop, University of Washington, the Council state administrators for vocational rehabilitation, CSAVR, the US business leadership network, the Association of University centers on disabilities, AUCD, and the work is provided in collaboration with the national Council of state agencies for the blind, and the technical assistance Center collaborative. Newly formed with all of the new national TA centers. I am very excited to introduce your presenter for this afternoon, Yvonne Wright, who is the director of business our reach and workforce development for Missouri VR. Yvonne and I had a phone conversation about the work that she is doing in Missouri. And she was so excited and so full of information that I said please share this with the rest of the VR world, and so today she is going to do that. Her objectives for this afternoon will be to share with you how Missouri developed their partnership with workforce development, how WIOA implementation grew the partnership, and really strengthened it, and then the positive effects of the partnership. With business engagement. Particularly related to business engagement. So I know that she has great information to share and I know that she has a lot of it. I am not going to take another minute of Yvonne's time. I will turn it over to her now and I hope that you will possibly recognize some things that are at work in your state, but also learn about some things that may not be as far along as they are in Missouri. Happy you are all on board, and hope that you will enjoy the webinar.

Thank you, I hear, thank you so much for that introduction, and it's a pleasure to represent Missouri VR today by talking to about what we are doing in Missouri. We don't have it all figured out yet, but we think we've got -- laid some great groundwork and I hope to share this with you today and I am continually learning myself about new ways we can partner and move forward so that we are all on the same page. We are starting on slide five. What I wanted to do first is I have had the opportunity to talk to other states, not only with them you WIOA but with also our the our partners across the nation. I know we have all got a little bit of a different set up. I wanted to give you an idea of what Missouri looks like. As far as where we sit with WIOA at our partnership with workforce development. First I'm going to go over a little bit of the history and the background of what that relationship has looked like in the past and in some ways, and in some aspects of it we still look like. We are Missouri VR is not located under the Department of Labor. We are under the Department of Education. We are a separate agency from our workforce develop my partners. As far as workforce development has worked with us me past, there hasn't been a lot of aggressive disability focused initiatives from our workforce development partners. As far as the DEI or disability employment initiative grant, I'm sure many of the states on the phone probably have been involved in some of those DEI grants. Missouri has opted not, Missouri workforce development has opted not to apply in the past for those grants. However a couple of years ago actually prior to WIOA, going into place, they actually did apply but did not get the grant. So we have not been operating with any kind of disability employment initiative grant. In addition, probably like everybody else, we did have several years ago the disability program navigator grant. When the grant ended, basically it had no sustainability. We do have an enigma in our Kansas City area. The workforce Board Director there opted to keep his navigators. In that area of the State we actually do have two navigators that are still involved with the career center. But we don't have a statewide miss when it comes to that disability navigator presence in the career center. Just to give you a landscape of what workforce development looks like in Missouri, we have 14 workforce regions. And of course 14 workforce boards and we have 34 full stop -- full-service one-stop career centers and we do have some satellite, they used to be called affiliate career centers as well but we are really dealing with those 14 or 34 full stop centers. So while we have had a good relationship with our workforce centers, it has been very separated for most of the time that we have been involved with each other. On slide six, I wanted to give you an idea, a little bit about my position. I have a very unique position I think. I am not the first person to have been in this position. When WIOA came into being our Executive Director Dr. Jeannie Lloyd decided we needed a liaison on a permanent basis that would partner with our workforce development partners. So to some degree we have hours had someone since WIOA came into play that was doing some level of partnership. With our workforce agency. I was I think the third person to take it on. And we had a partnering, but there was not a lot of local involvement. When I came onboard, my goal and my directive was get in there and really get to know your centers, get to know the workers, that system is highly complex and so it was about understanding what was on in a career center and understand their world. So that really honestly gave us a pretty good leg up when WIOA came into being because there were relationships that have been developed at the local level even if it was me knowing some of the aspects of what is going on. We had quite a bit of information about -- and understanding about working with the career centers and workforce development going into it. In addition, at that time in my life I was a district supervisor for a VR office and I served on our local workforce board for over 10 years. So I got a lot of opportunity to not only engage with my partners at the table then but I really try to get involved locally with at that time there were interagency teams take meetings and even business team meetings that I was able to get involved with so it really gave me another piece of workforce development and understanding where they invited me to a lot of their trainings, so I had -- I had a lot of opportunity to be in their wheelhouse, which was extremely helpful for me. And in addition, I attended as a guest, I do not serve on our state workforce board. That is done at a higher level. In our agency but that doesn't mean I couldn't attend the meetings. They are always open to the public and I have sat through I would say five or six years of consistent workforce board meeting so I've always had a presence. VR has had a presence. Maybe not a very vocal presence but we were always in the room and made sure that they knew that VR was there is a partner. In addition, workforce development, I'm sure a lot of you have heard of the national workforce development group. If they professional organization. Our Missouri chapter is called MA W D, and it since for Missouri for workforce development. And another cool thing that we did was that we worked it out so that there were agency representatives serving on the board. What that board typically does is plan a yearly workforce development conference. But it was an incredible opportunity to network with people and get to know them from a social level as well as bring VR to the table. And I will tell you what is kind of cool is that not this June but next June I am actually going to be the President of that workforce development organization. So we have come along way in really looking at workforce systems when it comes to workforce development as opposed to a goes just traditionally being the workforce staff that would be a part of that.

In 2013, my job duties evolved, and I took on an additional role as a director for business outreach for VR, so it's neat that my two pairings MA2 areas of expertise are this partnering with workforce development and business engagement which we know there is quite a bit of in WIOA. So that is what set the groundwork for our role with WIOA. On slide seven, lo and behold, in 2014 along comes WIOA, and it turned us all upside down. No doubt about it. I actually was asked by Executive Director with the R. To take on a bit of a more responsible role. Since we are under the Department of elementary and secondary Ed with Missouri, I was asked to take on a roll of leadership to actually cochair the implementation of WIOA. They wanted somebody strongly representing our Department including vocational rehab. Our department hoses our adult education and literacy Department. It just made sense. That of course trust me right in the middle of WIOA implementation and I cochair all of these WIOA implementation efforts with another individual who works for the division of workforce development. So needless to say we spent a tremendous amount of time with one another. And well continue to do so. So basically we are responsible for coordination of all those Debbie WIOA a to this. That includes communication with our steering committees and all the committees we put together for WIOA and include setting up meetings, and anything that is involved the combined plan activities. In addition, we have several WIOA subcommittees. One of them is business engagement, and I chair that committee for WIOA and limitation. We just did our best to make sure that we were integrated and implemented into this process from the get-go as quickly as we possibly could. On slide eight, I wanted to give you an idea of how we went about taking more of a leadership role. We were there. We had some very good foundation. There is no doubt about it. But then it was a matter of how do we now take a leadership role? My opinion is that is just critical for VR to be a leader in this. I know that it is very easy to let those partners take this on, workforce development really has such a responsibility with WIOA but I just see it that VR needs to be front and center and my goal was always to make sure and it is still my goal that VR is always at the table. Whether that is anything we do at statewide planning or whether it is done at the local level. We are represented very well at all of our WIOA subcommittees and we make sure that we stay very connected at the local level as well. I am often invited to give updates on Debbie WIOA at the statewide team meetings. Team is an acronym, training, employment administrators for Missouri. It is all of our workforce board directors. So often I will go in and they will ask me because I am part of that coordination team to just give an update on how we WIOA is coming together. I just make sure that we are front and center. What is interesting about this is I didn't want to come in doing this webinar saying we had things a well-planned out that it just fell into place because there are some things that we have been doing differently and really trying to do to push us ahead in that leadership role and one was just looking for ways to -- for partnering to leverage our partnering. And I know this sounds crazy, but one of the easiest ways to do that was our meeting space. In Jefferson City, the capital here where I am, our workforce development agency doesn't have a very big meeting space. And their parking is limited. So we offer all the time and now are pretty much the hub for where all of our Debbie WIOA meetings take place. It costs us nothing to do that and it is an opportunity for us to be seen as the leadership role, taking a leadership role and hosting the meetings and making sure that we can offer some something that we can bring to the table to show that we are a part of this in taking that role. I will often volunteer to send out e-mails and I just figure every time VR is shown as the center of the e-mail, then it is always showing us at the table in part of that leadership role. And again I am asked to send in a lot of -- sit in a lot of training's. We are getting ready to do the local plan reviews from the 14 regions, and I am a part of that. I have got some other staff from VR that are going to take part in that as well. So we just really do everything we can to be a part of this. And as I mentioned, I'm taking on the role of President of this workforce Association. So it is just a matter of looking for the opportunities that exist, and seeing how I can put VR at the table.

On slide nine I wanted to talk a little bit about what we are doing at the local level. In the past, through WIOA we have always had a VR rep already serving on our work or sport. We had that establish a long time ago, when the act when into place. We really didn't have to make a lot of adjustments. The workforce boards were more than happy to just reinstate the individuals that we are ready had serving on our boards. But it's about making sure that our local folks take a very active role in all the local planning any memorandums of understanding that are going to be required. One of the things we did because we have representatives on every one of those 14 workforce boards from VR, we actually have just put together what we are calling the local VR implementation team. And so we are bringing those representatives from those work force boards that work for VR together as a team. And our first meeting took place I believe in me, and the first thing we did is I had workforce development partners come to the table. I wanted our workforce, our VR staff to hear from workforce development, their view as to what they were asking of their local partners, and what it is looking like. I also wanted to see them seeing us work together. I think that is just very critical. So that team has been very beneficial. As you can imagine and I'm sure it is like this for you in your state. We have varying degrees of involvement in those local regions. Some folks are just at the table for everything. Some folks are new, new people even in their role in their supervision rural India and there are a little overwhelmed by WIOA and asked what they're being asked to do. And nice to have that Pierce port. People being able to come together and don't worry so much about it or have you ever thought about sending another step to the committee. If they are having you be a part of that. So I think forming a team has been very helpful. In addition, we are doing a pretty aggressive sector strategy planning. In Missouri. We are working with a consulting group, and one of the things that we have worked very hard to do is make sure that VR is at the table for those sector strategy planning meetings that are going on. I'm going to assume everybody knows what sector strategies. Very quickly, it is the idea of business driving the skills and needs, the skill gaps for the talent pool. And so what we are looking at is listening to business tell us how we can better prepare our candidate pool to meet their needs. And hopefully working to get some better training opportunities, new and innovative ways to fill those employer needs. That is basically what sector strategies is. In addition, we have been very firm in our guidance. With the local to form those disability subcommittees for their workforce boards. I'm sure you know that in WIOA, it speaks of not required but recommended that each workforce board actually have a subcommittee that would allow -- that focuses on serving people with disabilities. We have actually of the 14 regions I say we have about half of those regions that of already formed those committees. They're asking our VR folks to head those committees. So that is giving us our local leadership, and it is allowing our VR people to then add on our partners in the disability community that we feel are going to be helpful as resources for those workforce boards. So our division of mental health partners, our centers for Independent living partners. Our assistive technology partners. We are working very hard to make sure that we can serve on those committees and really provide a resource back to the workforce board. 'S we are seeing a lot of those come up. We also have seen a few of our regions have really taken the bull by the horns when it comes to serving people with disabilities, the workforce regions and they have wanted to do special -- I will call them special projects. Special events focused on hiring people with disabilities. And what's cool about this is it is coming from the workforce boards. We are partners with them but they are the ones initiating it and what I love about that is let's face it, they've got the employer's. They have had a market on working with employers for a very long time. And so we are very had a couple regions who have done disability inclusion events. We have had them called one that is in St. Louis is called accommodations for success. We are a big planning partner at the table. The one that is coming up, this is the second year for the one in St. Louis, and it is going to have not only an employer information piece, so vocational rehab last year when in and talked about [ Indiscernible ], the talent acquisition portal and some other pieces of VR business engagement. This sure they are doing that and then day to they are doing a job fair. So we have really encouraged and gone out of our way to talk about how great those are. And some of the things I do at the state level is every time something like that happens, I break it up. I break up what the locals are doing. And they are competitive. They like knowing that they are up on things and they are doing some special things. So it has been a great opportunity to see those types of things evolve over time.

Moving on to slide 10, now to talk a little bit about business partnering. This has been an interesting process. Business partnering. I still feel in a lot of ways that VR is still very much in a growth stage. Where we sit with business partnership. I can speak from misery and tell you where we are. We feel like we are still hitting the ground running but hitting the ground on this. And moving forward with it. But as I said before, I chaired the business engagement subcommittee for our Debbie WIOA partners, and one of the first things we did is last fall, we had a statewide business engagement Summit. So we brought in all of our partners, all of our corporators, and our required partners. As well. We divided up into regions. We did some information sharing about how we provide services to employers. So the audience was everyone that would touch an employer. That works in these different sites. We divided them up into regions and then help them create an action plan for going back out to their regions and working locally with the staff that they had. In Missouri I chaired a statewide committee, but I also have a business engagement staff. We have about eight folks that work across the state. We probably need many more than we have the we have some phenomenal people that work with me, and what we did also is once we had established -- that is new team by the way, that is a new thing for VR in Missouri. The team is in its totality, probably no more than eight -year-old at this point as far as having people on the team but one of the first things that we did is -- as a team in order to partner with workforce development is that I assigned each business specialist to one or more of the workforce regions. Obviously we don't have quite enough to go around, but we double duty when we have to. Not to usurp the role of the person that is their serving on that workforce board, and may be involved with the partners in a different way, but these business specialists are coming in and I e-mailed all of the directors on a local level and said here is your business person. We would like you to invite them to all of your business services teams meeting so we can talk about job opportunities for our mutual customers and the customers that we serve, and we want you to be working together. Bring them to your sector strategies meetings, involve them. And so we have gone out of our way to make sure that we've gotten this integrated at this point as we possibly can in that process. As a mentioned before, we did do the business summit which I think was a good start. We're doing a second summit in late October. It is going to be a two-day summit. Same type of audience, we do not want to replicate what we did last year. We want to move forward. So we have been talking about bringing employers in. Particularly to talk about things like apprenticeships. And other things that we just don't feel like we have a good handle on. And see how we can help move these local partners together forward. I think that is really critical. The other thing that we did is that in Missouri, workforce development has a case management system. It's electronic, it is called toolbox. We having granted as be our staff, as partner staff, access to their toolbox system. Basically we have to go in and take a confidentiality test and sign a confidentiality statement. But other than that we have access to their system. Which means in essence we have access to all of the clients that they serve. Every Missouri that has been enrolled in a career centers in that system. But what is even cooler is that we have access to everyone of their employers. With that being said we made an agreement. And we are still formulating how this is all going to work. We want to operate office in the point of contact piece. Just as in VR we feel a sometimes we are falling over everyone is out trying to employer might get multiple visits. We don't want to do that with workforce to Bellman. So with toolbox, we have the ability for they did just business specialist a quick contact piece in toolbox. Case management system which lets them know we made a contact. The other piece of that is we won communication flowing. So it's about making sure that information is shared back-and-forth and actually making a person to person contact. And one of my business specialist goes in and seize they want to contact a company and person from workforce development. The instructions would be hell make that contact. We are cut them at the beginning of that process. Workforce development is in the process of getting a new case management system. We are excited about that. A lot more things for us to be able to utilize on it. We will see how that goes. It has just been a really fun process to see what all is out there, and of course we remind our partners that with the whole section 503 federal contractors piece, I don't know what you guys, but I have had many situations where I've been in contact with employers and the employer doesn't know the distance difference in compliance a lot of times we do what we do and disabilities and veterans and they will say can you connect me up to veterans service? And my answer is yes we can. I may bring our workforce partners to the table. And let's make it easy on the employer. We have been working to collaborate with employer visits so we do them together. It seems to make sense and it's a good delivery of customer service to the employer. As well. On slide 11, a quick diagram and show you how we view that WIOA and business piece. We have a circle for workforce development. And the VR/business engagement team. And with VR staff. We see them all integrated and working together but that help in the middle, the focus in the middle just as it should be in WIOA regarding our customer that has a disability that we are serving, is that business. Very much approaching collaborative focused approach. Especially for it from the VRN, all those pieces of VR and business engagement are working together to serve the business. On slide 12, I want to talk very briefly something unique I think we have been here in Missouri. Has it been one or two years it has been a year ago. Invited me to one of the team meetings, and he had made contact which is through [ Indiscernible ], lead center provide technical assistance. Interest in providing that technical assistance to workforce board, Nunnally the compliance piece, section 188 which focuses on nondiscrimination. But also on how can you be a better server of the clientele that has a disability. What can you do regarding marketing, social accessibility physical accessibility? So they came in, the lead center did in this technical assistance to Missouri and the first thing that happened is they did surveys. They surveyed their state workforce staff, executive staff than they surveyed their front-line staff, this would be in workforce development, and they asked him questions about how do you feel you delivery service to a person with a disability and then after those surveys were completed, they did a couple of other surveys. They surveyed the clients, came into the curse center and that would be all customers and not just individuals who identified as having a disability. Then they asked specific questions about did you need additional help? Any accommodations and then they surveyed employers. And they asked employers what they knew about disability services and this was all generated by our workforce partners. One of the nice things about those survey questions for employers is I asked them pretty please could we put a question on there. About today need any -- I am always a marketer. Did they need any assistance in filling any diversity needs? And fortunately, we've got some response back on this? And what we promised each other is workforce developments did the survey with employers that any follow-up we did would be done jointly. With going out to these businesses together. And making sure that we partner on how we talk to the employer and deliver a service. So have those surveys just been life altering? Know to be very honest with you. These surveys for the career Center staff and their management, they rated themselves pretty high. On how they deliver services to individuals with disabilities. I meant thing I disagree with that, I'm simply saying it was interesting to get their awareness and I'm going to be honest with you about the survey for the individuals the clients that came in, and we did get some pretty good Frank feedback with some people saying they did not feel they got the assistance. My issue with that though is we feel we have an issue of just getting clients with disabilities into the career centers to begin with. We feel there is a big need to backup and do some marketing. We are working within marketing Department to say how we can send a message to get a message out. To individual disabilities and who wants to work with you. So we have been talking about a lot of different things we may be able to do to send that message. Even doing focus groups with individuals with disabilities. So that we can make sure we are on the right track. So I wanted to give you a little bit of an idea of what we have been doing. That lead center project has evolved into some code training workforce development for some training on working with -- people with disabilities. Where in the process, we have RD done one webinar to management staff and we are getting ready to record another webinar and it is not which be enough. We through the one-stop certification piece and our involvement with that, we really plan on doing a lot of local training, independent living partners, resource partners to help each other out.

Very quickly want to make sure I give you a couple of samples on the next slide. Some things that are starting to happen to this. What are we finally starting to occur. We're seeing more code referrals and: Roman happening. It's a slow process. Seeing this idea of seeing together. We have not involved which is not there. We are getting the message out that we need to be working together and making sure that our workforce partners don't see disability services as a handoff is a customer. One of my very good friends in workforce to Bellman has the best line that she delivers to her staff. She says remember that a customer comes to a career Center to get career Center services. Not necessarily to get vocational rehab services and so it is up to workforce development to provide that service and enhance in a with vocational rehab in being a partner in delivering the service and given the client a choice and the option of the services they want to get. We are seeing some service and funding occur and this is really awesome because when we consider on and say if we provide this many weeks of OJT and you are providing this money weeks of OJT but they're not together, can we give our clients a longer work experience to give them a better chance of success which could plan to serve even more of our clients with more significant disabilities. How about job coaching? Could we possibly provide job coaching for a work experience program that is set up? Workforce development has the employer? They're paying the employer? We are providing coaching? We are trying to look for new and innovative ways of looking at our processes to see how they can fit our customer. Different opportunities command way and one is planned and civil. To phenomenal business outreach in the St. Louis area. One of them is on this webmac. I have to give her a shout out. Because they made -- they have been working with their workforce [ Indiscernible ] and sitting in on these business outreach team meetings. One day, this individual gets a phone call from workforce partner and CV -- CBS is coming, CB -- CVS pharmacy. St. Louis city has a special grant that CBS is -- we are to work with CVS on apprenticeships for pharmacy tax and we would like you to come to the meeting and my staff person thinks I'm going to come in and tons of other people their. She gets there and it is just workforce development and workforce development looks over at CBS and says I brought but VR to the table and CVS says thank you so much. And without the partnership, without that collaboration, we would have never ever known about this or been involved. I am a big proponent of not working any harder than we have to. We have all worked hard and if they have RD got the business contacts and they party got apprenticeships set up, and they've got these specialized training program set up, what our goal is to make sure we are at the table and our clients are a lot of the same access to the services. I will quickly mention a very small town, we have a manufacturer there that is wanting to do a very unique apprenticeship program through their career and technical education Center. And I heard about it and I thought it would be great if we are could be at the table and the next thing I know I'm getting an e-mail for my business specialist telling me I am going to this meeting. I've been invited by my workforce people to come to this meeting and that's what I'm talking about, the general idea of being at the table. It is just so critical and to me it just makes sense. If there is already relationships established, we need to expand those relationships. And my final slide, I want to share with you a couple of other thoughts about this. I am a huge believer in collaboration. I think it makes us work smarter, not harder. We can accomplish more, it just makes sense. Because of things we are doing in VR now and new employer initiatives, we have things coming our way. And it behooves us to strengthen our opportunities through our partnerships. A big believer in that. And I would have to say that we are very fortunate and in many ways we have the partnership we do and it would not have been such a great partnership if I didn't have some phenomenal leadership that is supporting me and allowing me basically to just have the flexibility to do whatever needs to be done, to guide our business team in the way it needs to be done. I can't even not talk about the fact that our leadership is there. And that I would tell you what the other thing is that makes us so successful. We do have phenomenal workforce development partners. They're working very diligently and very respectfully to try to include us anytime they can. So with that, I am right on the dot. With question time. I will turn it back to Jeannie and the last slide by the way is my contact. Feel free to our reach to me or if you have ideas and thoughts and great innovation you are doing, I would love to hear about it. I just know enough to know and so I would love to hear from you. I will turn it back over to.

If we could all be clapping. In particularly applaud the leadership role that you are playing with workforce to Velma. I think its amazing. We have a few questions. The first one from Rene. Hi G fund the business partner Summit?

Excellent question I tell you what we have done. We are definitely -- we scrap every way we can. This last year at what we have last year, we had to pick a big location. We did pick a centralized location. The support of my leadership to support the traveling of my business team to come in and participate. VRS willing to support their travel and their expense in getting here for that event. The place that we actually had to use actually cost money. And we did it over a day period that included lunch. Our workforce development partners opted to pay for the location and the lunch. We are lucky. The one we are doing this year is we are doing a half day and half day. Because we planned ahead like we didn't exactly do last year I was able to secure a building that we have access to it the state building that will be plenty big enough. And we have done it so we are not going to have a lunch, we will have overnight but we will support each partner supporting travel expenses to come in.

That is awesome.

We have a question from Suzanne. I think I got that right. Do have any experience with business participation in your DVR state rehab counsel.

From the state rehab counsel yes we do. We were in St. Louis yesterday. We do have the business representation on our state rehab counsel. Truthfully, they have sat on the Council, but they have not played a real active role. We are changing that. We met with them yesterday, we've got some initiatives that we are doing around youth, surprise. But we are doing some youth initiative and we decided it is time to engage those businesses that serve on our state rehab counsel into our planning process, our strategic planning process and moving ahead. And so I'm going to be honest with you. Yes we have them sitting at the table. One of our represented -- representatives is from Union Pacific railroad. The labor union representatives. That are at the table. Is it a vast amount of business representation? No. Part of what we are trying to do is take our state workforce Board in sense Allstate workforce boards and all local workforce boards have to be comprised of 51% of their membership business, we are using our partnership to connect with business at that level as well.

Great. A question from Bobby. Do you have any written plan policy or guideline use in initially creating your disability subcommittees?

That's a great question. You know what? I am going to answered by saying this. If you would type in your e-mail address, I will find out. Those have been done at the local level, and we very much deferred to the local workforce boards on how they put that together. But I guarantee you there isn't a workforce board that has one of those that wouldn't be willing to share and brag on what they are doing. I like your question because that will help me as well. If you don't mind, if you're okay with that if you want to share it afterward the MI e-mail, I would love to gather that information for you and get back to you on that. And see if they've got anything you are utilizing.

If you send that to me, I can make sure that we disperse that to everyone on the call, because I think that question will cut across a lot of --

I will also be honest if they tell me they don't have anything and they winged it I will tell you that as well. I think that's a great question.

A question from Jeanette Lee. Do have any outreach initiatives in place that focus specifically on federal contractors? Section 503 compliance.

Yes. I don't want to overstate it by saying it is highly formalized. But I will tell you the main thing we did. I used to reside in the Kansas City area. And I've recently moved about two years ago down here. To our state capital which is about three years away in Jefferson City. And when we were in Kansas City the way we decided to handle the 503 issue is that we formed an employment collaborative. We call it the Nexus just because. We named it a Nexus. And we brought together initially all of our community rehab providers. We are very CRP rich in Missouri. And in the Kansas City area we had no less than around 13 providers. Just in the Kansas City metro area, plus us. Here I am running out and talking to businesses, and we started stumbling all over each other. We decided to -- I will tell you it was a process. It will sound much simpler just talking about it now but we decided it was very critical that we all collaborate together and present a unified piece moving forward with business. So we formed this collaborative and it was of the disability community first. The provider community we have now added workforce development, we have added additional partners, we are partnering on a grant, this nexus is with our business leadership network in Kansas City. So that we can try and pull more people to work. But this Nexus, we literally just got together and started sharing job opportunities with one another. Not going to tell you it was easy. But what was really critical about that is a lot of the outreach I was doing was to federal contractors for VR. So I would go in and market the Nexus. They would say things to me like have you heard of this place? We have heard of somebody but how do you fit in together? And I would say actually we are all together. We are part of a collaborative. And so we -- if you share this with me, I will share it with all of those other providers, but I will be your single point of contact. For -- or agency a will be your single point of contact depending on who made to contact. What that did for us was a got employers attention. And federal contractors, you may or may not know this, but they have their own group. And it is free to join for employers. I speak like a state employee. It is free to join for employers. And it is called the industry liaison group. And one of the first things they did in Kansas City was get invited to an industry liaison group meeting. And these are made up of the federal contractors, the compliance officers, the affirmative action officers, HR people, federal contractors. And we have done presentations and we have done -- we actually have done a lot of collaboration, we did a mock interview fair, a no threat would you come in and which it as be willing to interview some of our clients. We had our providers involved as well. I could do another webinar on that. So feel free to e-mail me or Jeannie, if you want me to send other information I can.

Great. I don't see any further questions. I see Katie has typed in further clarifications. Nexus is the name of the collaboration in the industry liaison group which includes federal contractors.

That is correct.

I have a question. It is because I have heard this so frequently in my travels across the country. How do you respond to fears from the our staff? That workforce is trying to take us over?

I've dealt with that for so long. I guess what I usually tell someone and I'm going to say this as -- I will just put it out there. No your enemy. If you feel that there is some threat or some concern, what it not make sense for you to have a better understanding of your partners? And we have dealt with that a lot. That fear and trepidation that wait a minute, where do we fit into Elvis? If we give away our trade secrets on how we do that, what you will find is that individuals that work in workforce development have some many fierce and trepidations like employers do about working with people with disabilities and they are so bound by confidentiality, there are some of the things they can ask, what we are the truth of the matter is what we are enhancing their world and they are not interested in taking that over, as much as they are in getting the help and the guidance. So like I said, if you are fearful of something, get some knowledge about it and understand it and make sure that you have a full understanding of where they're coming from and I think that will make a difference.

I think that is just tremendous and I think the fact that you are providing them with such value, that they are embracing you and you are leading them.

At least you think so.

I think even on just from our initial conversation, I knew that was the case. And today has affirmed it. I think that I see a lot of appreciation. I think -- thank you for the valuable information. So thank you Yvonne for your contributions and your leadership. And Katie, do you have any closing comments?

Thank you Yvonne for your presentation and thank you Jeannie for hosting today and I am just going to close by saying to please complete the evaluation. I'm going to pull that up right now on the last screen here.

While you are doing that if I might just say thank you to Jeannie Miller, Lori Ford who was not be able -- was not able to be on the webinar today and to Katie and Raphael to making this flow so smoothly. Thank you for that and I am not kidding. Please give me honest feedback and if you definitely have ideas or innovation, I would love to hear them.

Thank you Yvonne, everybody have a great day and please join us for our next webinar where you will find information on Explore VR .org. The next one will be implementing change . That is on July 29. Next webinar in our job-driven series. Checkout Explore VR. Thank you for joining us today.

Thanks everybody . [ Event Concluded ]