RTAC Summit Session 4: Customized Training

Nebraska VR’s Certificate Program

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What is Customized Training?

- Customized Training (CT) programs are clear examples of employer-focused training strategies.
- CT programs may have different origins, administrative arrangements, funding, and program rules.
- Each CT program views training from the perspective of employers in terms of design, curriculum, outputs (graduates) and outcomes.
Examples

• Industry-Specific or Sector-Based Training
• Community College-Based Training
• Registered Apprenticeships
• On-the-Job (OJT) Training
Model

Business Led
Single Point of Entry
Shared Investment
Training
Onsite Support

Businesses

Nebraska VR
Community College
Design

• Reach out to the local team
• Determine the need
  – Caseload
  – Local Market Information
• Meet with the Business and Community College
• Ongoing support to the students
  – Soft skills training
  – Arrange for job coaching
  – Placement
Design

• Connect with local businesses
  – BAM
  – Placement Specialists

• Determine what is needed for a qualified candidate
  – Skill sets
  – Include Evaluator if necessary

• Get feedback from businesses

• Meet with Community College

• Ongoing feedback
Design

- Partner with a Community College
- Discuss options for credit vs. non-credit and other issues
- Involve disability support services
- Design curriculum to incorporate real world skills
- Ongoing feedback
Process

• Recruit VR consumers
  – Orientation/Information Session
  – Employer involvement in selection process

• Conduct Training
  – Soft skills
  – Technical skills/hands on
  – Collaborative effort
  – Certificate Achieved

• Connect participants with employers
  – 60-70% become employed at site
  – Placement Staff
## Program Data

<table>
<thead>
<tr>
<th>Program</th>
<th>Number of Years in Operation</th>
<th>Students Received Certificate</th>
<th>Employed in Trade upon Completion of the Program</th>
<th>% Employed in Trade after Receiving Certificate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Electrical Certificate Programs</td>
<td>4</td>
<td>28</td>
<td>15</td>
<td>54%</td>
</tr>
<tr>
<td>Welding Certificate Programs</td>
<td>3</td>
<td>42</td>
<td>20</td>
<td>48%</td>
</tr>
<tr>
<td>Auto-Technician Certificate Programs</td>
<td>3</td>
<td>20</td>
<td>16</td>
<td>80%</td>
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<tr>
<td>HVAC Certificate Programs</td>
<td>3</td>
<td>14</td>
<td>12</td>
<td>86%</td>
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<tr>
<td>Community Health Worker Certificate Program</td>
<td>1</td>
<td>6</td>
<td>0</td>
<td>0%</td>
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</table>
Benefits to the Business

• Reduced turnover
• Onsite support
• Get trained workers to their specifications
• Financial savings (recruitment, hiring, retention)
• Diversity
Benefits to the Individual

- Learn real work skills
- Immerse in work culture
- Hands on learning
- Learn from mistakes
VR Program Management Framework

- Leadership
- Mission & Strategic Planning
- Customers
- Communication
- Workforce & Human Resources
- Services & Processes
- Partnerships
- Data, Quality Assurance, & Metrics
- Outcomes
Find out more about our Certificate Programs

By following this link to our website:
http://www.vr.nebraska.gov/partners/certificate_programs.html
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