

USE OF LABOR MARKET INFORMATION (LMI)

Four state agency practitioners and experts in the field presented a panel about **Use of Labor Market Information (LMI)**. This panel highlighted their leadership and progress in this area. The presentation was followed by small and large group discussions, and report-outs about emerging practice and recommendations to the field.

Emerging Practices

- » **Provide support to VR counselors** through self-paced training and video demonstrations about LMI. [Visit the ExploreVR LMI toolkit to view videos of VR counselors using The Career Index+ \(TCI+\) and other LMI tools with clients.](#)
- » **Examine outcomes and impacts of LMI use to help VR counselors recognize the benefit of LMI.** As a participant put it, “Activity doesn’t always equal results, and movement doesn’t always equal action.” LMI is not likely to have an impact on the field unless counselors understand what it is and how to use it with clients.
- » **Designate a single point of contact for LMI in the agency.** In [Connecticut](#), the rehabilitation teacher is the single point of contact for LMI. This person contacts clients, assists clients with establishing a TCI+ account, and supports clients in using TCI+. She does not provide career counseling, but shares information with counselors when a client has unrealistic expectations.
- » **Integrate TCI+ into the Individual Education Plan process with Pre-Employment Transition Services (Pre-ETS).** Good LMI can help expand Pre-ETS goals for clients. TCI+ is working on developing a Pre-ETS services method for using TCI+ with the goal of including TCI+ as an approved service.
- » **Add a TCI+ guidebook into procedures for staff.** South Carolina Commission for the Blind has added a TCI+ vocational counselor guide in their policy manual, which includes a step-by-step procedure on how to use TCI+. This guide also includes information about LMI and TCI+ ethics.
- » **Incorporate LMI in the Individual Plan for Employment (IPE) goal, in addition to occupation, education, and experience required.** Connecticut is using LMI with clients to increase the number of high-quality IPE goals with realistic job prospects. Connecticut plans to integrate TCI+ with their new IPE form.

In June 2018, professionals from 29 American vocational rehabilitation (VR) agencies convened in San Antonio, Texas to discuss employment outcomes for individuals who are blind and visually impaired. The purpose of this forum was two-fold: to learn from each other’s experiences implementing the Workforce Innovation and Opportunity Act (WIOA), and to enhance VR’s success increasing employment outcomes for people who are blind and visually impaired in light of WIOA’s vision.

In addition, these VR representatives came together to identify the emerging practices and their recommendations to the field in the following categories:

- 1) Collaborative Implementation of WIOA
- 2) Youth-Focused Initiatives
- 3) Access to Training/Career Pathways
- 4) **Use of Labor Market Information**
- 5) Collaborative Business Engagement

Recommendations for the Field

- » **Use LMI in career counseling** for all customers to produce better employment outcomes.
- » **Measure and integrate evaluation of LMI use with employment outcomes and wage outcomes.**
- » **Engage state LMI experts to provide training to VR staff.**
- » **Include field staff and management in training and technical assistance** projects that involve LMI use.
- » Use LMI to **identify “hot jobs” in a zip code** and cross reference with functional limitations.
- » Train and support VR clients on how to effectively **use LMI tools like TCI+.**
- » Balance **online “real-time” LMI** use and distribution with **local and direct labor market intelligence** from the community.
- » **Employ peer mentoring strategies** to strengthen the use of LMI in customer service.

Panelists

MARY BURGARD AND JONATHAN RICHMOND

Connecticut Bureau of Education and Services for the Blind: Connecticut BESB: use of LMI with assistive technology for consumers & staff

REBECCA BATES

South Carolina Commission for the Blind: using TCI+

JEFF HUGHES

WINTAC: how VR counselors are using TCI+ nationally

Funder information

The Job-Driven Vocational Rehabilitation Technical Assistance Center (JD-VRTAC) is a national center housed at the Institute for Community Inclusion at the University of Massachusetts Boston. The center and its materials are funded by the Rehabilitation Services Administration within the US Department of Education under grant #H264A140002.

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Author information

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**Institute for
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Inclusion**

These briefs are part of the ExploreVR project at the Institute for Community Inclusion at UMass Boston. ExploreVR offers vocational rehabilitation agencies easy and convenient access to a range of VR research, related data, and tools for planning, evaluation, and decision-making.

[Visit ExploreVR](http://www.ExploreVR.org) for additional resources from these presenters and others at the forum.

www.ExploreVR.org