

RSA – Employment Solutions that Work



Tim Stump
AZRSA Employer Coordinator



Agenda

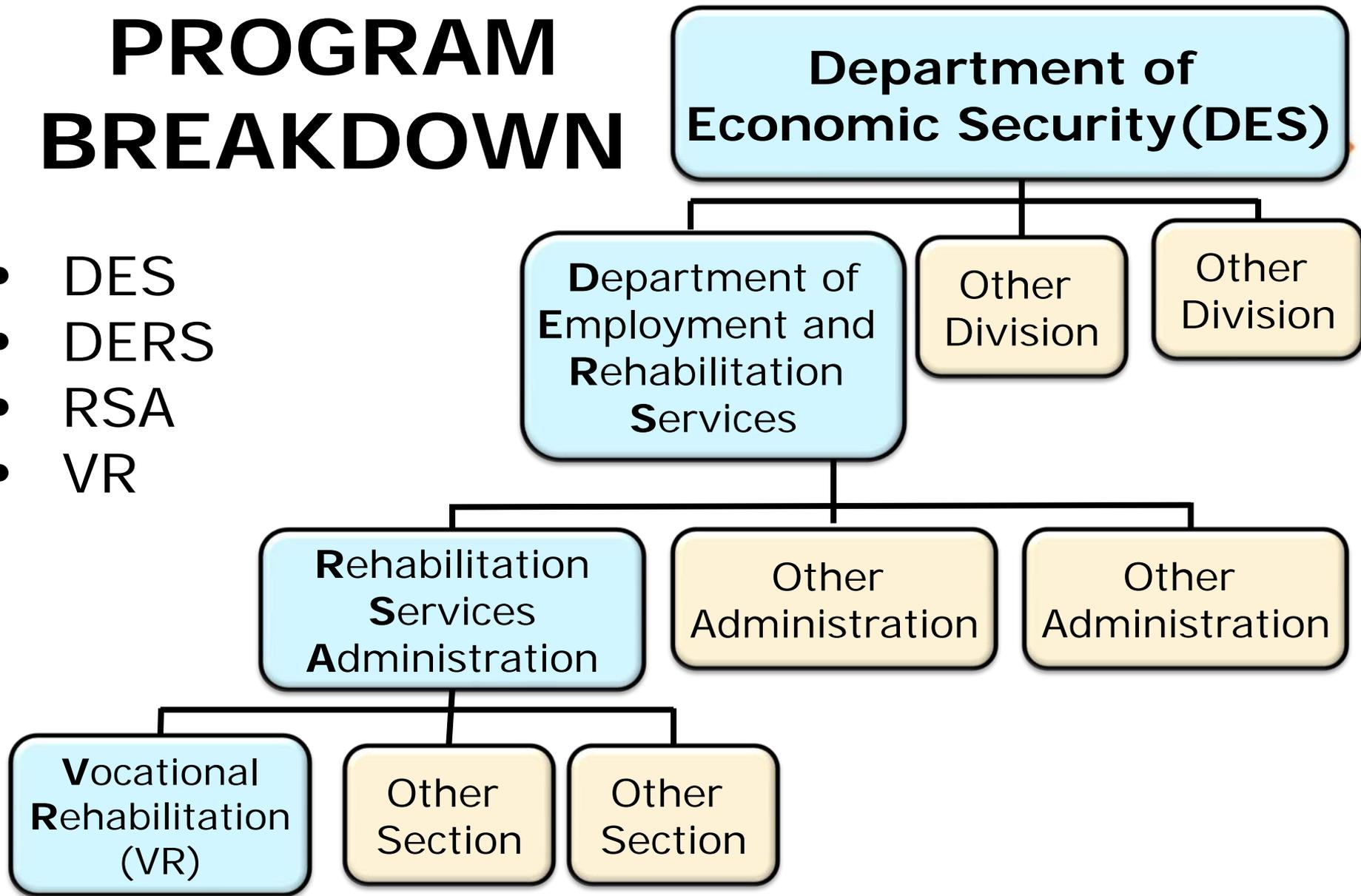


- Overview of Vocational Rehabilitation (VR)
- How to contact VR/ make a referral
- Introduction to disability
- Introduction to RSA Business Services Program



PROGRAM BREAKDOWN

- DES
- DERS
- RSA
- VR



What is the Vocational Rehabilitation Program?

The Vocational Rehabilitation (VR) program provides a variety of services to individuals with disabilities, with the ultimate goal to prepare for, enter into, or retain employment. The VR program is a public program funded through a Federal/State partnership and administered by the Rehabilitation Services Administration (RSA), which is part of the Arizona Department of Economic Security (DES).



Vocational Rehabilitation (VR)



VR provides services to individuals with disabilities who want to:

- Go to work
- Keep a job
- Return to work
- Run their own business



Eligibility for Services



- Have a documented disability
- Disability is a barrier to employment
- Have the potential and desire to work
- Need services in order to work



VR Services



- Services are identified on a case by case basis in order to meet the individualized needs of all that apply.
- Vocational Guidance and counseling
- Training
- Work site evaluation
- Job Development and placement
- Rehabilitation technology services and devices
- Career exploration
- Disability Awareness
- Job-readiness
- Work Experience opportunities



Economic Need



- “Economic need” must be documented to receive any of the following services:
- Counseling services
- Medical services
- Training materials
- Occupational Licenses, tools/computers, work equipment purchased for work
- Vehicle modifications
- Transportation costs, except transportation in support of an evaluation or adjustment to disability service
- Food/clothing, living away from home, and relocation maintenance
- Child care services



VR PROCESS



- Intake, Application, and Eligibility
- Individualized Plan for Employment (IPE) Planning
- Services provided
- Closure
- Post-employment Services (if needed)



Intake



Things needed for appointment;

1. Documentation of diagnosis (IEP medical records, etc.), or Authorization for Disclosure of Health Information to RSA (to attain records)
2. Offer of Voter Registration
3. Original Social Security Card
4. School/ State Issued Picture Identification
5. Copy of most recent taxes if interested in qualifying for services conditioned on economic need



Order of Selection (OOS)

RSA →

- Order of Selection (OOS) The Priorities:

- Priority 1 – Most significant disability
- Priority 2 – Significant disability
- Priority 3 – All other eligible individuals with disabilities

Life areas assessed to determine Priority:

- Mobility
- Communication
- Self-care
- Self-direction
- Interpersonal
- Work tolerance
- Work skills



Evaluations



Reasons VR may ask to get an evaluation:

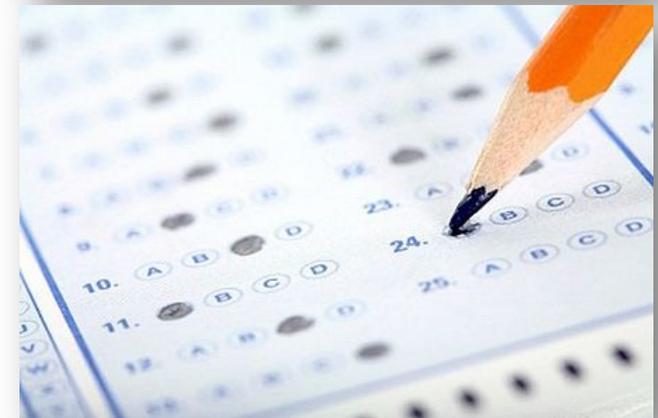
- To document that you have a disability
- Planning Purposes
 - To help decide your employment goal and what services you need to reach the goal



Examples of Evaluations



- Medical
- Vocational
- Psychological
- Assistive Technology
- Functional Capacity
- Psycho-educational
- Neurological
- Neuropsychological



Individualized Plan for Employment (IPE)



- Lists specific employment goal
- Outlines the services RSA will provide
- Lists the steps you need to take to achieve your employment goal
- Has timeframe for all goals and objectives



How to Apply for VR services



- The first step is to fill out an application
- You can apply to any VR office or online:
<https://www.azdes.gov/rsa/VR/>

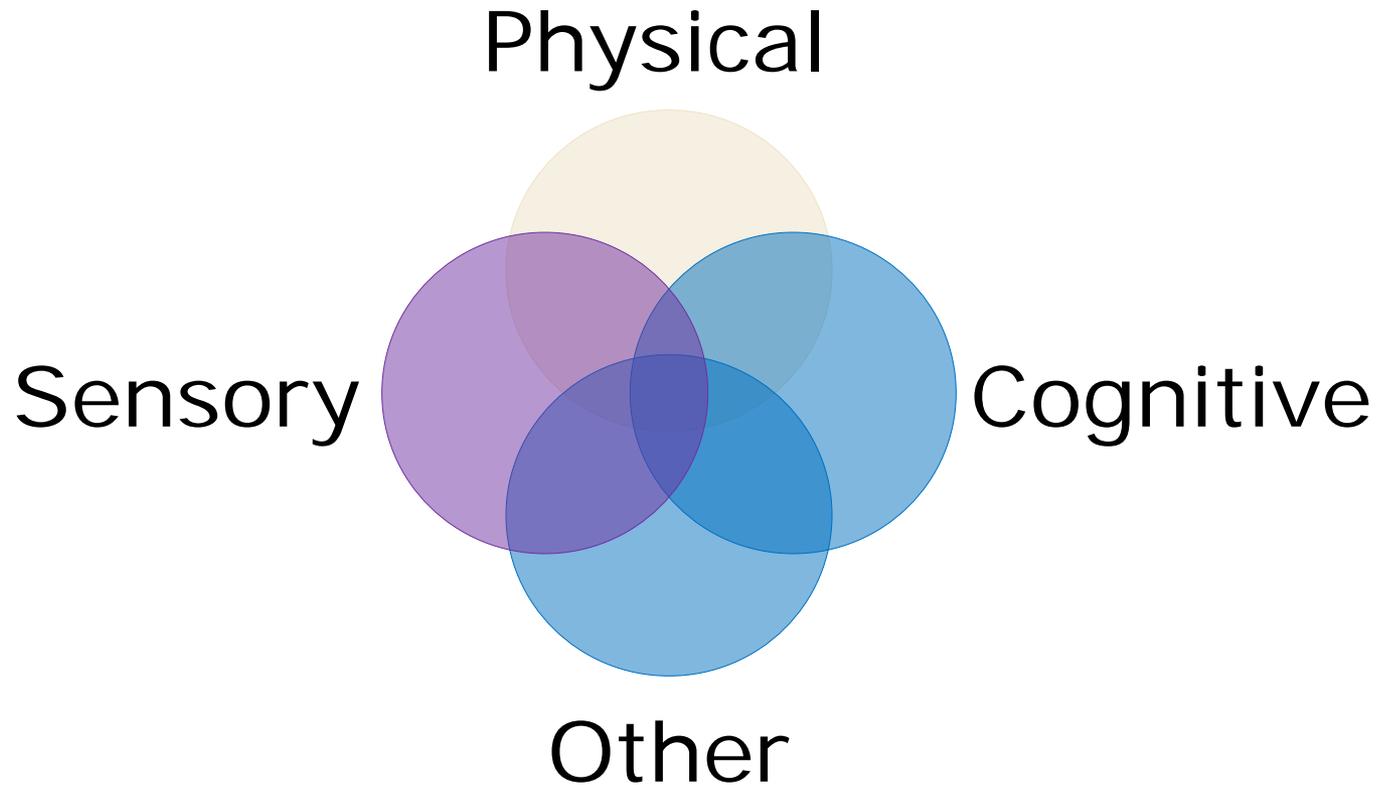
Contact information for Vocational Rehabilitation:

- AZRSA Central Office: 602-542-3332, 800-563-1221
- TTY - Maricopa County: (602) 340-7771
- TTY - Outside Maricopa County: 1-855-475-8194



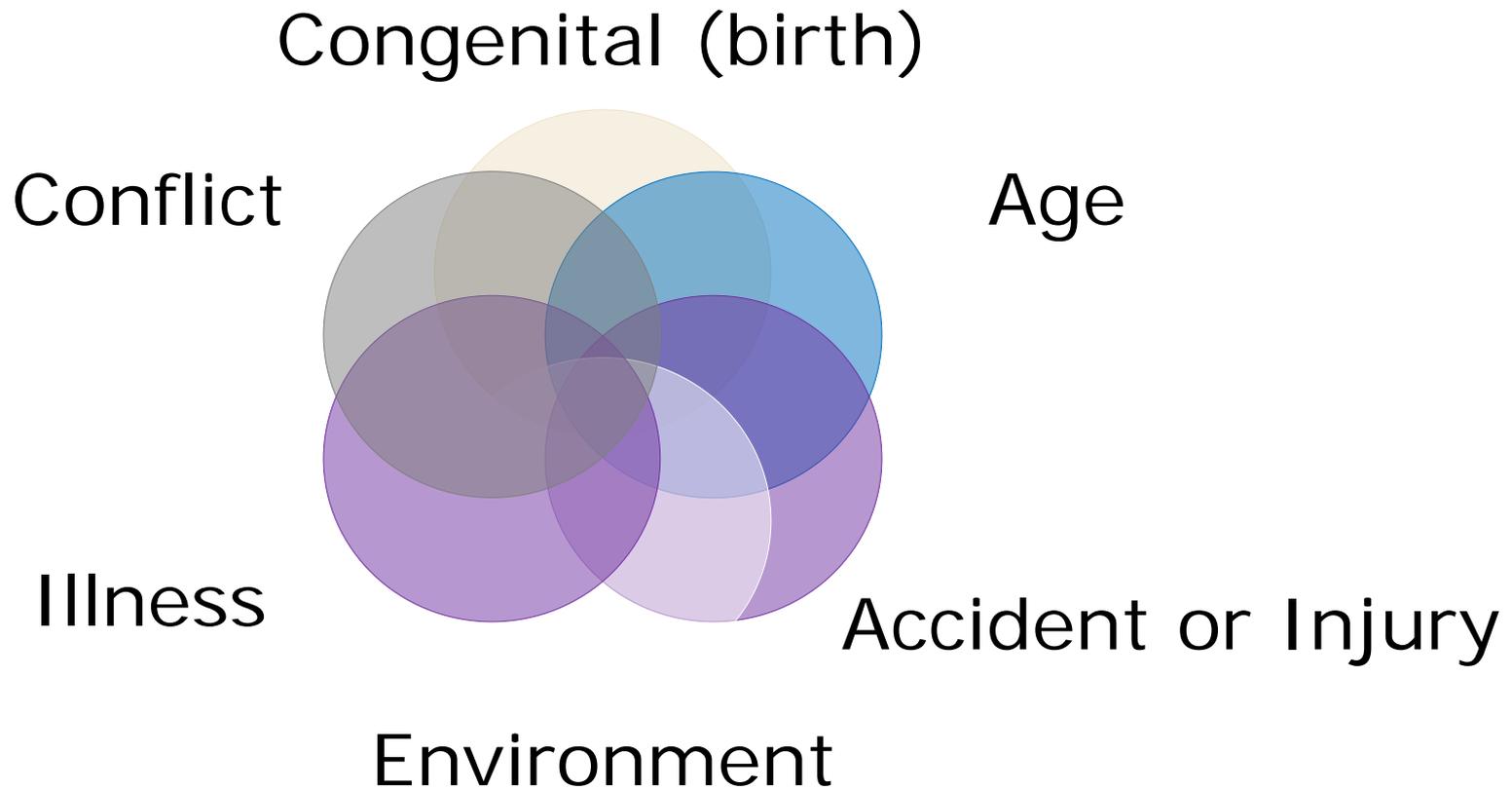
What is a disability?

RSA →

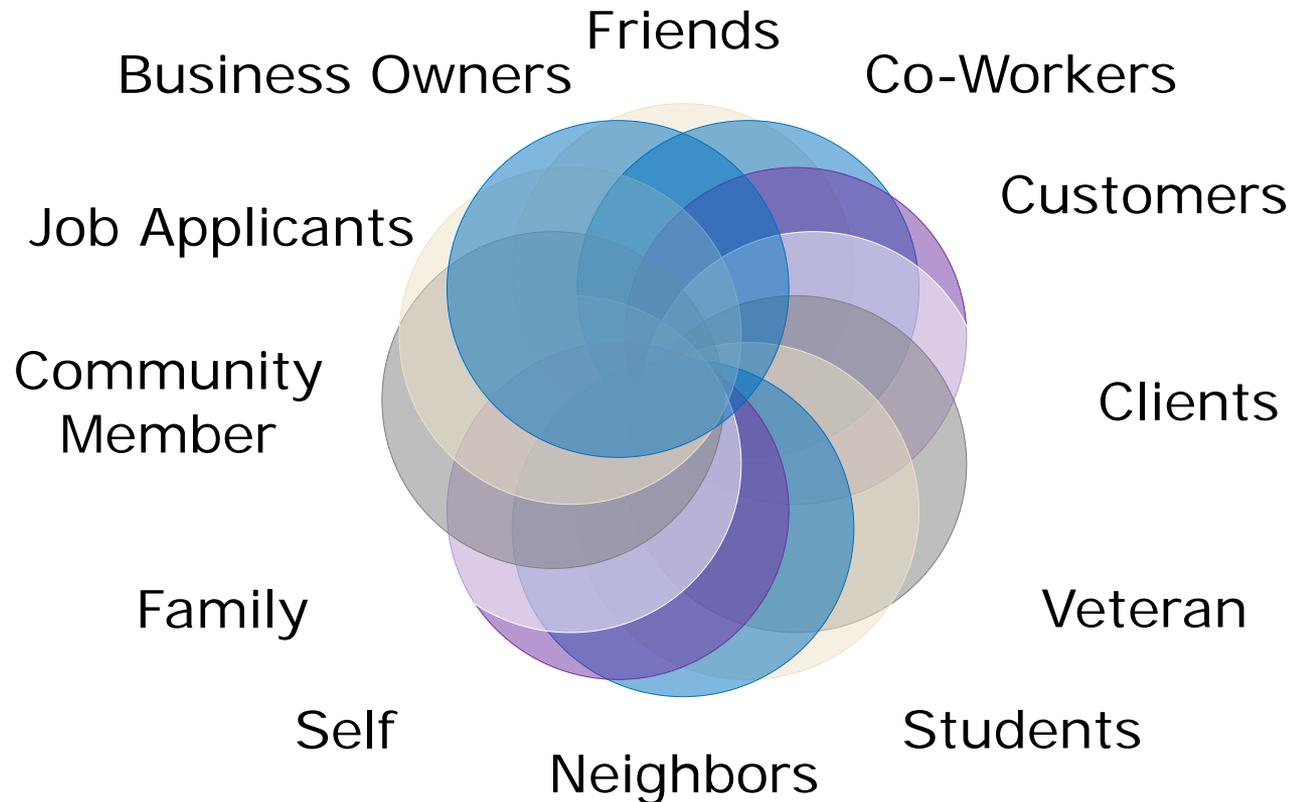


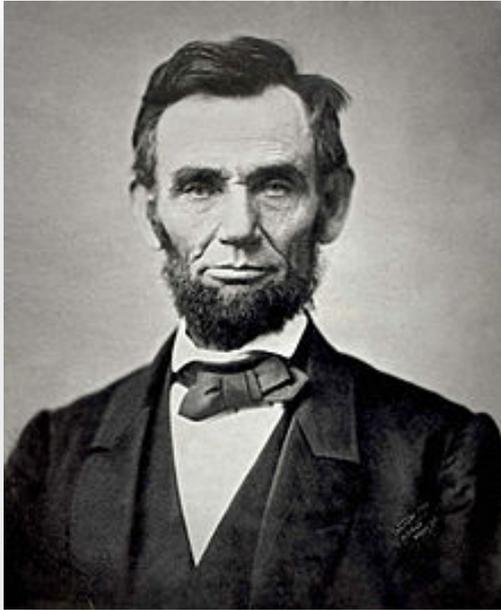
How might someone become disabled?

RSA →



Who are people with disabilities?





Abraham Lincoln

- 16th President of US
- US House of Representatives in 1840's
- Led US through Civil War
- Mostly self educated, practiced law
- Noted for Emancipation Proclamation, Gettysburg Address and others
- Ranked by scholars as 1 of 3 greatest US Presidents

RSA →

Disability:

- Clinical depression
- Marfan syndrome (defects of the heart valves and aorta, the lungs, the eyes, the spinal cord, the skeleton)

Who are people with disabilities?





Brian McKeever

RSA →

- First Canadian athlete to be named to both Paralympic and Olympic teams in 2010
- Two-time cross country Gold Medalist in 2002 & 2006 Paralympics, in 2010 won 3 Gold Medals

Disability:

- At 19 he began losing his vision due to Stargardt's disease

Who are people with disabilities?





Dan Ackroyd

RSA →

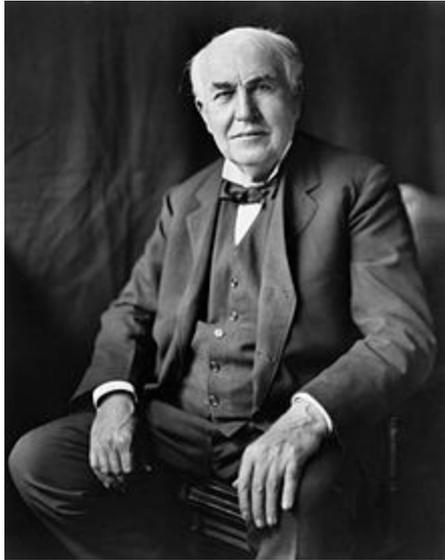
- Comedic actor
- Part of Saturday Night Live, Second City Stage Troupe
- Star of hit movies Ghostbusters, Blues Brothers, My Girl, Driving Miss Daisy, Spies Like Us

Disability:

- Diagnosed with Tourette's and Asperger syndromes at an early age
- Syndactylism – a birth defect where several digits are fused together

Who are people with disabilities?





Thomas Edison

RSA →

- American inventor, businessman
- Holds 1093 patents in US & worldwide
- 4th most prolific inventor in history
- Responsible for telegraph, phonograph, telephone, 1st commercially practical light bulb, x-ray machines, electric trains

Disability:

- Contracted scarlet fever as a child, combined with recurring middle ear infections left him functionally deaf most of his life

Who are people with disabilities?





Franklin Delano Roosevelt

- 32nd US President
- Elected to 4 terms during Great Depression , Pearl Harbor, and WW2
- Introduced public works projects, social programs, and building of national infrastructure to spark struggling economy
- Part of Allied “Big 3” during WW2

RSA →

Disability:

- Contracted polio early in life causing paralysis
- High Blood pressure
- Congestive heart failure
- Vision impairment

Who are people with disabilities?





Stephen Hawking

- British theoretical physicist, cosmologist, and author.
- He is an Honorary Fellow of the Royal Society of Arts, a lifetime member of the Pontifical Academy of Sciences, and a recipient of the Presidential Medal of Freedom, the highest civilian award in the United States.
- His book, *A Brief History of Time*, stayed on the British Sunday Times best-sellers list for a record-breaking 237 weeks.

RSA →

Disability:

- Motor neuron disease related to amyotrophic lateral sclerosis (ALS). He is almost entirely paralyzed and communicates through a speech generating device.

Who are people with disabilities?





Bethany Hamilton

- 2004 ESPY Award winner for Best Comeback Athlete
- 2004 Teen Choice Award winner
- Movie on her life, *Soul Surfer*, debuted in 2011
- Has remained a top ranked surfer through 2009
- Continues to work in media, print, and TV appearances as well as motivational speaking

RSA →

Disability:

- The morning of October 31st, 2003 Bethany was lying sideways on her surfboard with her left arm dangling in the water, when a tiger shark attacked her, ripping her left arm off just below the shoulder.

Who are people with disabilities?





John Nash

- American mathematician
- Shared Nobel Prize in Economic Sciences in 1994
- His theories are used in market economics, computing, evolutionary biology, artificial intelligence, accounting, politics and military theory
- Subject of movie A Beautiful Mind, which was nominated for 8 Academy Awards

RSA →

Disability:

- In 1959 John Nash diagnosed with Schizophrenia. He has been treated several times throughout his life, with a variety of methods.

Who are people with disabilities?



Functions of Business Service

RSA →

- Provide training to VRCs and Rehab Techs
- Employer outreach
- Assist with job placement activities
- Provide support and training to vendors



Employer Outreach



- Meet with employers in community
- Meet with employers at Chamber events, etc.
- Facilitate employers providing training to staff and vendors
- Increase employer awareness of benefits of hiring persons with disabilities



Employer Interaction

RSA →



- RSA EMP
- Job Developer Meetings
- Mock Interviews
- Counselor and Vendor Trainings
- Job Fairs
- Goals of Employer Interactions



Job Fairs



- Specialized job fairs for VR clients through RSA or Community Partners.



Mock Interviews

RSA →



Job Developer Meetings



- Monthly meeting for Job Developers, Counselors and Community Partners to build relationships with and partner with local employers.
- Employers give presentations about their companies and answer questions, related to the hiring process.



RSAEMP



- Email of employer job postings delivered to over 200 vendors, non-profit agencies, counselors, job developers and community partners throughout the state of Arizona.
- Employers can send current job openings to rsaemp@azdes.gov.



Goals of Employer Interactions



- Distribution of open positions
- Create a culture change for staff, vendors and community partners
- Employer education
 - Orientation to disabilities
 - Hiring a person with a disability is a good business decision.



How to build a relationship with a business in your area

RSA →

- Is your client truly ready to work? If you owned a business and this one employee would make a difference between you being able to feed your family or going under, would you hire them?
- Avoid “selling” a client
 - If that client does not work out, the bridge was destroyed.



How to build a relationship with a business in your area



- Listen to what the employer is telling you about their needs
 - All relationships are about communication
- Hiring is never charity
 - They have a business to run and are looking for the best employee
- Ask employer to participate in mock interviews or job clubs
 - Don't pressure them to hire anyone



Employer Incentives



- On the Job Training (OJT)
 - Training in specific job skills by a prospective employer
 - Generally the individual is paid during this training and will remain in the same or a similar job upon successful completion.
 - This also includes apprenticeship-training programs conducted or sponsored by an employer, a group of employers, or a joint apprenticeship committee representing both employers and a union.
- Volunteer Services
 - Volunteer placements in order for clients to gain experience, confidence and exposure to potential job opportunities in their career field.



Questions and Answers

RSA →

?

?

?

?

?

?



Contact Information



Tim Stump

Employer Coordinator

Phone: 602-771-9263

Email: tstump@azdes.gov



Thank you!

