

State Rehabilitation Council (SRC) Employment and Partnerships Committee Meeting Minutes

January 14, 2019

Members Present

Carol Carr
Adam Robson
Jennifer Baier
Tim Stump

Members Absent

Judith Castro

Staff Present

Lindsey Powers

Guests Present

Susan Voirol
Jeremiah Lopez

Call to Order and Introductions

Carol Carr called the meeting to order at 1:02 pm in the RSA Conference Room, Phoenix, AZ. Introductions were made and a quorum was present.

Approval of November 29, 2018 Meeting Minutes

Jennifer Baier moved to approve the minutes of the November 29, 2018 SRC Employment and Community Partnerships Committee meeting. Adam Robson seconded the motion. The committee approved the minutes by unanimous voice vote.

Community Partnership Engagement Discussion

Tim Stump, Employment Coordinator, stated there were more employers actively recruiting individuals with disabilities such as Disability Solutions, which had contracts with Raytheon and Synchrony Financial. Tim Stump stated individuals could apply directly through Disability Solutions, which would assist individuals in the application process. He noted that Pepsi had jobs statewide and Aramark had jobs in northern Arizona, every year during the summer. Mr. Stump stated there were companies that actively recruited through Council of State Administrators of Vocational Rehabilitation (CSAVR) through a portal that counselors could access called the Talent Acquisitions Portal (TAP). He noted that the counselors would need to invite their clients

to use TAP and the clients could then apply for jobs with CVS, Wells Fargo and Enterprise Rent-A-Car. Tim Stump stated if a counselor was not familiar with TAP, the counselor could contact Tim Stump, and he would invite them into the system. He added there were approximately 1400 jobs available in Arizona. Tim Stump stated that Disability Solutions was paid by Raytheon, Synchrony Financial, Pepsi and Aramark to provide disability workshops and assisted with the mock interviews.

Tim Stump stated Pearl Interactive hired individuals to work from home and had a contract with the U.S. Census to hire 750 individuals to work in a call center. He noted that Pearl Interactive would like as many of those 750 individuals to be individuals with disabilities. Tim Stump stated that Pearl Interactive would be on his Third Thursday and 3 conference call, which was scheduled for every third Thursday at 3:00 pm with employers that hired individuals with disabilities. Tim Stump stated the Ability One programs such as Peckham, Beacon Group, Arizona Industries for the Blind (AIB), JP Industries and Achieve were often hiring as well. Tim Stump stated that Precisionist Inc. (TPI) had hired 20 individuals with autism and anticipated hiring 15 more this quarter. He stated they were seeking individuals to work in IT, such as software testing. Tim Stump stated TPI's goal was to hire 750 individuals with autism by 2025 in Phoenix. Tim Stump stated the Department of Economic Security (DES) Director was involved with TPI as well. Tim Stump stated TPI learned from Specialist Sterna, which would be in the state and would be recruiting individuals with autism. He noted that Specialist Sterna would work with Deloitte, which was interested in hiring over 2000 individuals in Phoenix.

Carol Carr inquired regarding the types of positions that CVS and Wells Fargo were hiring for. Tim Stump stated the companies were hiring for all types of positions. Carol Carr inquired whether the clients were expected to be job ready, or whether the companies offered support to those individuals. Tim Stump stated that some companies would provide support, such as Precisionist Inc., which would offer soft skills support to individuals. He noted that Precisionist Inc. hired individuals earning \$20.00 to \$40.00 an hour. Carol Carr stated the job market and the future of jobs was changing and inquired regarding the types of skills that individuals should have to be considered job ready. Tim Stump stated that employers were just recruiting employees and there were over 100,000 jobs in the Phoenix area. Jeremiah Lopez stated that Human Resources Directors often indicated that they wanted individuals to show up for work regardless of their skills. Tim Stump stated that individuals with disabilities were historically better employees and would remain in their positions longer. Jeremiah Lopez stated that some employers would often hire individuals in part time positions, although many individuals would leave those jobs for full time positions. Tim Stump stated in his experience, employers were just hoping to fill positions.

Mr. Stump stated that Beacon Group had a contract with Amazon, as a head hunter using work opportunity tax credits. Tim Stump stated they experienced limited success, although they were able to hire several individuals. He noted that individuals would be eligible for positions if they were current Vocational Rehabilitation (VR) clients or were receiving Social Security Insurance (SSI) or Social Security Disability Insurance (SSDI). Tim Stump stated that REI was actively recruiting individuals with disabilities, and TEK was hoping to hire a cohort of deaf individuals. Tim Stump stated the Caregiver Program for the Division of Developmental Disabilities (DDD) Planning Council was trying to recruit and train individuals to work in their agency, although they experienced challenges in recruitment efforts. Tim Stump stated Epi Hab wanted to hire individuals with epilepsy but would also hire individuals with other disabilities.

Tim Stump stated there would be an Autism Job Fair in Tempe on March 13, 2019 at one of the Rio Salado campuses in a sensory friendly room. He added there would also be a DRC event in February and he invited all of the Disability Resource Centers statewide to attend. Tim Stump stated he ran the West Valley Employer Outreach meeting and noted that clients could attend and provide a brief elevator speech to employers. Tim Stump stated there would also be a Reverse Job Fair on February 1, 2019 where the clients had the tables and the employers would walk around and talk to the clients.

Carol Carr stated she was interested in consolidating the information received from each committee member and in developing a referral packet. Ms. Carr stated the providers would benefit from learning about the hiring processes such as the CSAVR and TAP. Susan Voirol stated that she and Jennifer Baier could work with the stakeholders and identify the gaps in information through the Association of People Supporting Employment First (APSE). Tim Stump stated that job developers could contact him with questions regarding available positions in the state. He added that some states required their job coaches to be certified in their field.

Carol Carr stated that state and federal agencies were reviewing the process and the committee could streamline the process. Ms. Carr stated many individuals were placed into competitive integrated employment as part of those efforts. Carol Carr stated there had been discussions about removing 14C waivers although individuals with the most significant disabilities benefited from those programs. Ms. Carr stated she did not want to see those employment opportunities taken away from those individuals while still integrating individuals into competitive integrated employment. Tim Stump stated that Wells Fargo provided outreach to vendors to hire individuals to work in their buildings as well as their contractors. He noted that Wells Fargo also reached out to the universities to help individuals with disabilities

in college to obtain employment after graduation. Tim Stump stated that Arizona State University hired job developers that worked with individuals with disabilities and he hoped that more universities would follow their initiative. Carol Carr stated that Microsoft had an Accessibility Department and were interested in hiring individuals with disabilities.

Agenda and Date for Next Meeting

The next meeting of the SRC Employment and Community Partnerships Committee will be on April 16, 2019 from 1:00 pm to 2:30 pm in the RSA Conference Room, Phoenix, AZ. Agenda items are as follows:

- Community Partnership Engagement Discussion

Announcements

There were no announcements.

Public Comment

There was no public comment.

Adjournment of Meeting

The meeting was adjourned at 2:03 pm.