

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

May 13, 2019

Members Present

Carol Carr
Adam Robson
Jennifer Baier
Tim Stump
Judith Castro

Members Absent

Staff Present

Lindsey Powers

Guests Present

Susan Voirol
Armando Bernasconi

Call to Order and Introductions

Carol Carr called the meeting to order at 1:04 pm in the RSA Conference Room, Phoenix, AZ. Introductions were made and a quorum was present.

Approval of April 16, 2019 Meeting Minutes

Jennifer Baier moved to approve the minutes of the April 16, 2019 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

Carol Carr stated that she spoke to Todd Jones, the Acting Board Chair for Untapped Arizona. Ms. Carr noted that Untapped Arizona was regrouping and was trying to determine where Untapped Arizona fit into the community. Susan Voirol stated Untapped Arizona had undergone a lot of transition and was now run by an all employer Board rather than a CEO. Ms. Voirol stated that Untapped Arizona was trying to identify how the organization would receive funds and who would facilitate the projects. Susan Voirol stated her impression that Untapped Arizona needed to become more established before they could begin working with employers. Susan Voirol noted the Employment and Community Partnerships Committee had discussed

developing an Employer Tool Kit, although she would not suggest duplicating efforts if other organizations were developing a tool kit. Carol Carr stated that she asked Todd Jones questions regarding Untapped Arizona's goals and the organization did not have answers yet. Susan Voirol stated that she suggested that Carol Carr be the representative for Employment First because she could bring the employer perspective. Susan Voirol stated that she was unsure how Untapped Arizona would move forward and suggested the organizations continue with their projects and initiatives.

Carol Carr stated at the end of the month; the Employment First Initiative would hold strategic planning. Ms. Carr noted that Susan Voirol shared an Employer Tool Kit from Ohio that was quite robust and inquired whether the committee or the Association of People Supporting Employment First (APSE) should review the tool kit. Susan Voirol stated that she and Jennifer Baier talked about APSE committees potentially reviewing the tool kit. Carol Carr stated she spoke to individuals that developed an international job board that worked with Fortune 500 companies, that were linking individuals with disabilities with employment. Carol Carr noted that more organizations were developing job boards. Susan Voirol stated that Linkages had created a job board, although most of the jobs were in southern Arizona. Susan Voirol inquired regarding the jobs posted on the ARIZONA@WORK website. Tim Stump stated the website was Arizona Job Connection, and employers must post their jobs on the website if they were Federal contractors. Susan Voirol inquired whether the website was for all job seekers, or just individuals with disabilities seeking employment. Tim Stump stated the website listed employment for all job seekers, although all government contractors should be seeking individuals with disabilities. Tim Stump stated he was working on Disability Awareness Training for employers to raise awareness. Carol Carr stated her understanding that the individual could post his or her resume on the website, and the employer could search for employees by region. Judith Castro stated the Arizona Job Connection website allowed individuals to post their resumes, and the employer could search for employees by region or education. Carol Carr stated the employee, or the employer could search the website. Judith Castro agreed and noted that Vocational Rehabilitation (VR) staff could assist clients in entering their information into the website. Carol Carr inquired whether the website was recently modified. Judith Castro stated the website allowed an resource for individuals to create their resumes on the website, which was useful for individuals not familiar with resume development. Judith Castro stated that Yuma also used a client referral system, where all the community agencies were part of the referral system.

Carol Carr inquired whether there would be a way to connect all of the job boards into one job board. Tim Stump stated the Arizona Job Connection website was connected to job search websites such as Career Builder.

Susan Voirol stated the Employment First Initiative website would be launched and would include information for employers, as well as links to other job boards. Carol Carr inquired whether the websites could include information to educate employers as well. Adam Robson inquired how the Arizona Job Connection website could include educational information. Tim Stump stated the Arizona Job Connection website could include educational videos. Carol Carr agreed that employers would benefit from information regarding what to expect when hiring individuals with disabilities.

Susan Voirol stated a document was released regarding a Strategic Plan for Employment First, which focused on employer engagement. Susan Voirol stated the document could help the committee to identify potential activities or projects. Carol Carr stated the document could help guide the committee's activities and identify any actionable items that the committee could report out on. Carol Carr inquired whether most employers were educated and willing to hire individuals with disabilities. Tim Stump stated that most employers were knowledgeable about employment of individuals with disabilities. Tim Stump noted that he was planning an Educational Event on October 1, 2019 in Phoenix. Mr. Stump stated that vendors could meet with employers and speakers would discuss disability related issues. He added that he was working with Disability Solutions on webinars geared towards job seekers and job developers that clients could access. Carol Carr inquired whether the event would include breakout sessions on different topics. Tim Stump stated there would be speakers that would provide discussions such as on the Arizona Job Connection to educate employers on how to use the system.

Carol Carr inquired whether committee members had any updates from their organizations. Jennifer Baier stated APSE finalized the Employment First policy language. Ms. Baier stated APSE was still looking to recruit members. Susan Voirol stated that APSE was interested in partnering with other organizations to provide a training or workshop. Carol Carr stated that Arizona Association of Providers for People with Disabilities (AAPED) would hold their annual conference in September and would have several speakers there as well. Susan Voirol stated APSE would like to partner with AAPED to reach all the providers as well as employers. Adam Robson stated the Arizona Health Care Cost Containment System (AHCCCS) Employment Policy was submitted for public comment and would be reviewed.

Agenda and Date for Next Meeting

The next meeting of the SRC Employment and Community Partnerships Committee will be TBD. Agenda items are as follows:

- Employment First Strategic Plan Discussion

- Community Partnership Engagement Discussion

Announcements

There were no announcements.

Public Comment

There was no public comment.

Adjournment of Meeting

The meeting was adjourned at 2:07 pm.