

Governor's Council on Blindness and Visual Impairment (GCBVI)
Employment Committee Meeting Minutes
May 30, 2019

Members Present

Nathan Pullen
Ben Fox
Terrell Welch
David Steinmetz
Terri Hedgpeth

Members Absent

Jordan Moon
Kevin Foster
Bea Shapiro

Staff Present

Lindsey Powers

Guests Present

Call to Order and Introductions

Nathan Pullen called the meeting to order at 3:05 am in the RSA Conference Room, Phoenix, AZ. Introductions were made a quorum was present.

Approval of the May 8, 2019 Meeting Minutes

Terri Hedgpeth motioned to approve the minutes from the May 8, 2019 meeting. Ben Fox seconded the motion. The meeting minutes were approved by unanimous voice vote.

Employment Committee Activity Discussion

Nathan Pullen stated the committee had set a tentative date for the next Employment Committee event of July 24, 2019. Mr. Pullen noted the next event could target support staff, counselors as well as employers and job seekers. Nathan Pullen stated the committee did not want to hold an event just to hold an event but was interested in identifying the types of presentations that would be useful to the audiences. He stated the committee had discussed developing a survey that could identify the topics that employers and job seekers were interested in. Terri Hedgpeth stated

that she would be willing to develop a survey in Google forms, although she would need to know the specific information that the committee would be interested in obtaining. Nathan Pullen stated the committee was interested in keeping the audiences separate. Terri Hedgpeth inquired whether the committee was interested in developing three separate surveys that targeted employers, job seekers, and counselors or support staff. Nathan Pullen stated that was his understanding. Terri Hedgpeth inquired whether the committee had a preference regarding which survey would be distributed first. Terrell Welch stated that client information was confidential, and an outside group could not solicit information from clients. Terri Hedgpeth inquired whether the counselors could send the surveys to the clients. Terrell Welch inquired regarding the goal of the surveys. Terri Hedgpeth stated the committee was interested in obtaining information that could identify the types of presentations that employers or job seekers would be interested in learning at upcoming E75 events. David Steinmetz stated his agreement with collecting information, although his concern was that the committee would not have enough time to distribute and review the surveys prior to the next event date of July 24, 2019. David Steinmetz stated the committee members and professionals working in the field would have enough expertise to discuss topics such as job readiness and job placement. Terri Hedgpeth stated the information gathered from the surveys did not have to be used in the next E75 event but could be used at any upcoming events. She noted that the surveys should be brief and no more than five questions. Ben Fox stated the committee could include surveys on the E75 website, although he recommended that the committee develop methods to collect and manage the data.

Terrell Welch stated that he and David Steinmetz were part of a weekly huddle with the comprehensive services centers and were able to have open conversations. Mr. Welch stated that clients could be confused by the survey and noted that job ready clients would be focusing on employment. David Steinmetz stated that he liked the concept of engaging with employers and clients, although client interactions should include mock interviews and information to hone their skills. Mr. Steinmetz stated the committee could provide information such as onboarding processes, worksite accommodations, and the types of technology that an employer would provide. Nathan Pullen stated the Employment Committee would be providing a co-presentation with the Assistive Technology (AT) Committee at the Vision Rehabilitation and Assistive Technology Expo (VRATE) regarding worksite accommodations and how to determine the accommodations needed. Nathan Pullen noted that those items would not need to be addressed at the July event. Terri Hedgpeth noted that a survey could help identify the concerns that employers or professionals had. Ben Fox stated that he would also like the committee to showcase the personalities of the

job seekers. Terell Welch agreed and stated that he had built a relationship with Pepsi Co. Mr. Welch stated that Pepsi Co. attended an E75 event and the Employer Roundtable event, and then agreed to visit the three training centers. He noted that Pepsi Co. invited Terell Welch to tour their facilities to discuss how the positions could be accessible to employees. Terell Welch stated that his role was to build relationships with employers and to showcase the talents of the employees. Nathan Pullen stated the committee wanted the event to be beneficial to everyone and the intent of the survey was to identify potential presentation topics. David Steinmetz stated his understanding that the committee did not have a large employer contact list and would benefit from having a larger population when distributing surveys. Mr. Steinmetz stated the committee members were subject matter experts and could develop meaningful information that would be beneficial to individuals attending. Terell Welch stated his concern that the committee would be asking too much of the employers by asking them to attend events and to also complete surveys. Terri Hedgpeth stated that she was not vested in the idea of distributing surveys, although a survey would provide valuable information. Ms. Hedgpeth stated that any survey would need to be approved by the committee prior to distribution.

Nathan Pullen stated the committee could provide information included in Dan Martinez's Essential Employment Skills, which could parlay into an interactive event where the committee could request feedback from the audience. Terell Welch stated that he would be busy and out of the office for most of June and would be unavailable to assist in the planning for an event in July. David Steinmetz stated the decision to distribute a survey impacted the committee's decision on whether to hold an event in July. He stated if the committee planned to hold an event in July and in November, the committee might not have enough time to adequately plan for both events. Ben Fox suggested the committee hold a webinar in July and distribute the surveys at the events. Nathan Pullen stated the committee could use Power Point slides from other organizations' presentations that included pertinent information. Terri Hedgpeth inquired whether Ben Fox was volunteering to take the lead of the webinar. Ben Fox stated he would be willing to co-host the webinar, although he would not be comfortable taking the lead on the webinar. Nathan Pullen stated the Business Enterprise Program (BEP) trainer could assist in developing a Power Point slide show, although he was unsure regarding the software. Ben Fox stated he would be willing to test out some software and stated the committee could potentially use Zoom. Nathan Pullen stated that DES used WebEx for interactive presentations, although he was unsure whether the platform was accessible. Terri Hedgpeth agreed that the committee should ensure that the software was accessible and noted that Zoom was an accessible platform. Ms. Hedgpeth stated the text of the slides could be sent out prior to the presentation. Ben

Fox inquired whether the committee should include a guest speaker with the presentation. Nathan Pullen stated the committee had discussed several topics and inquired regarding the ideas that the committee would like to discuss. Terri Hedgpeth stated that if the presentation was offered by the Employment Committee, two or three committee members should be willing to present. Nathan Pullen stated the committee planned to present on worksite accommodations at the VRATE conference and noted his understanding that the upcoming event would focus on employees and the soft skills required for employment. Terri Hedgpeth inquired whether the upcoming event would focus on employers, job seekers, or support staff. Nathan Pullen stated his understanding that the next event would focus on employees, and the committee would include counselors or support staff. Ben Fox stated that a committee member could interview an HR professional during the webinar as well as a successfully employed blind or visually impaired individual. Terrell Welch stated that he could invite five employers to attend the webinar and answer questions regarding the ideal employee. Nathan Pullen stated the committee could invite an HR professional or employment law expert as well and an employee or counselor success story. Terri Hedgpeth stated that she and David Steinmetz could speak briefly during the webinar as well. Ben Fox inquired whether the committee would consider taking questions from the audience. Nathan Pullen stated that he or Terrell Welch could moderate the panel and screen the questions.

Google Collaboration Discussion

Terrell Welch stated he was approached by Google regarding a collaboration with the E75 Diversity Builder events and the Employment Committee. Terrell Welch stated that he was asked to submit a website to Google and was told that the E75 website was not a .gov and would not be enough. Ben Fox stated his understanding that Google preferred a website that was a .gov and he explained that the Employment Committee was affiliated with a government agency. Ben Fox noted that Google did not have an issue with the content of the website. Nathan Pullen stated that he and Terrell Welch could contact the Department of Economic Security (DES) Public Information Office and inquire whether the GCBVI webpage on the DES website could include a link to the E75 website. David Steinmetz inquired regarding the purpose of the collaboration with Google. Terrell Welch stated that Google had reached out to him regarding a collaboration and Mr. Welch completed the application, although he was unable to proceed due to the website. David Steinmetz noted that Google offered grant programs such as a \$10,000 credit to include advertisements on Google. Terrell Welch stated he would locate the information that he received from Google and forward to the committee. Ben Fox stated he would be pleased to assist with a Google collaboration.

Agenda and Date for Next Meeting

The next meeting of the Employment Committee will be on June 13, 2019, from 3:00 to 4:00 pm in the RSA Conference Room, Phoenix, AZ. Agenda items are as follows:

- Employment Committee Activity Discussion

Announcements

There were no announcements.

Public Comment

A call was made to the public with no response's forthcoming.

Adjournment of Meeting

Terri Hedgpeth motioned to adjourn the meeting. David Steinmetz seconded the motion. The meeting was adjourned at 4:03 p.m.