

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

August 26, 2019

Members Present

Carol Carr
Tim Stump
Jennifer Baier

Members Absent

Adam Robson
Judith Castro

Staff Present

Lindsey Powers

Guests Present

Susan Voirol

Call to Order and Introductions

Carol Carr called the meeting to order at 1:05 pm in the DERS Conference Room, Phoenix, AZ. Introductions were made and a quorum was present.

Approval of June 17, 2019 Meeting Minutes

Tim Stump moved to approve the minutes of the June 17, 2019 SRC Employment and Community Partnerships Committee meeting. Jennifer Baier seconded the motion. The committee approved the minutes by unanimous voice vote.

VR Toolkit Discussion

Carol Carr stated she reached out to Untapped Arizona and invited representatives to participate in committee minutes. Ms. Carr thanked the committee members that sent information or resources that could be included in the Arizona Toolkit and she hoped to have a preliminary draft created by the end of the year.

Carol Carr inquired whether the Arizona Toolkit should have a different name than the Ohio Toolkit, "Hiring Ohioans with Disabilities", and include mention of developing an "inclusive workforce". Jennifer Baier stated she was hopeful that employers understood the hiring initiatives and in creating an inclusive workforce. Ms. Baier stated that Untapped Arizona had potential to

be a great community partner, and to provide the information to employers. Carol Carr inquired whether an Arizona Toolkit already existed. Tim Stump stated that there were not many individuals left in Untapped Arizona. Carol Carr inquired whether the Untapped Arizona website offered resources that the committee could include in the Arizona Toolkit. Tim Stump suggested that Carol Carr reach out to Rob Crawford regarding the Untapped Arizona website. Susan Voirol stated her understanding that the Untapped Arizona Board was trying to develop a plan before engaging with the community, although the organization had been asked to participate in initiatives and community activities. Ms. Voirol stated Untapped Arizona was an affiliate of Disability In, which might have some control over the Untapped Arizona website. She noted the Disability In website might offer resources as well, although the committee would want to ask permission before using any information. Carol Carr inquired who she should contact from Disability In to participate in the committee's discussions. Susan Voirol stated Untapped Arizona was the local affiliate and Rob Crawford would be an appropriate contact.

Carol Carr stated she received information from the National Governor's Association regarding an untapped talent pool, expanding employment and training opportunities for individuals with disabilities. Ms. Carr stated she also received information regarding Accenture's efforts to develop an inclusive workforce. Jennifer Baier stated her understanding that Untapped Arizona was trying to tap into the emerging industries such as Boeing. Carol Carr agreed and stated that companies such as Boeing and Microsoft had strong initiatives for hiring individuals for highly skilled technical positions. Carol Carr stated Linkages had a Federal government job board for the employment of individuals with disabilities. Carol Carr inquired whether the Arizona Toolkit should include an extension of a job board. Susan Voirol inquired whether the ARIZONA@WORK website included a job board for all individuals and not just individuals with disabilities. Tim Stump stated the ARIZONA@WORK job board did include employment for all individuals seeking employment. Mr. Stump stated the Arizona Toolkit could include a link to several agencies that specialized in employment for individuals with disabilities such as Linkages and CSAVR. Carol Carr stated the resources could include employment opportunities for veterans as well. Tim Stump inquired whether the resources were intended for employers. Carol Carr stated she envisioned a Job Board where employers could post positions and pull applications.

Susan Voirol suggested the Arizona Toolkit title include language such as "Inclusive Environments" or something that would catch the attention of employers. Tim Stump suggested the title include language such as "add individuals with disabilities to your diversity recruiting". Susan Voirol stated she knew an employer that would be willing to provide feedback regarding

the draft Arizona Toolkit. Carol Carr stated she was working with a psychologist on Defining the Narrow Band, who provided a brief historical overview of the Social Security Act, Vocational Rehabilitation (VR) eligibility determination, and Federal set-aside programs. Carol Carr stated the benefit of providing employers' best practices for hiring individuals with disabilities. Ms. Carr stated Tim Stump provided tax credit information and noted the Office of Disability Employment Policy (ODEP) offered valuable information also. Carol Carr stated Jennifer Baier provided a lot of valuable resources that could be included in the Arizona Toolkit and Susan Voirol offered information regarding ARIZONA@WORK, Untapped Arizona, Disability In and Accenture. Carol Carr stated Arizona had West Valley and East Valley networking groups and inquired whether there were resources in other areas of the state. Tim Stump stated there were the West Valley, East Valley and Tucson Employer Outreach meetings. Susan Voirol stated the Society for Human Resource Management (SHRM) would likely offer employer networking resources also. Carol Carr agreed and stated the Arizona Chamber of Commerce or the Rotary Clubs could also provide resources.

Carol Carr stated the Department of Economic Security (DES) had a FAQ page and inquired whether individuals or employers could ask questions on that page. Tim Stump stated the FAQs typically included questions that were frequently asked and noted the committee could provide information regarding the cost for accommodations. Susan Voirol stated that many employers needed information regarding disability etiquette and accommodations. Tim Stump stated that many employers understood the importance of hiring individuals with disabilities more than the disability community. He noted that employers would attend employment events and offer mock interviews, and no one would apply for the positions. Susan Voirol agreed and noted that many individuals in the disability community did not use the right language when speaking about employment. Jennifer Baier stated the goal was to ensure that individuals were placed in positions where the employers were supportive, and the larger question should ask which employers understood the importance of an inclusive workforce. Tim Stump stated the disability community needed to think globally and to identify how to reach out to individuals with disabilities that were unaware of the employment opportunities. Carol Carr stated that many individuals with disabilities could work independently, although some individuals would require intense accommodations or support, and would benefit from customized employment. Ms. Carr stated the disability community needed to dispel myths regarding the employment of individuals with disabilities.

Susan Voirol inquired whether there was a catch all inbox for employers seeking information, such as etiquette training. Tim Stump stated he was responsible for maintaining the RSAEMP email inbox and would answer any

questions from employers. Susan Voirol stated the Employment First website would offer a similar inbox where individuals could ask questions and they would be referred to the appropriate individual or resource. She added that the website would develop the FAQs page as the questions were received. Jennifer Baier stated the disability community needed to identify the top companies to work for and build relationships with those companies rather than try to work with companies that were more rigid. Susan Voirol stated the Arizona Toolkit could serve as a training tool and employers could request training from the subject matter experts.

Carol Carr stated the importance of locating empirical data and evidence-based studies from sources such as ODEP and Accenture. She added that the Arizona Toolkit could include information such as dispelling the myths of hiring individuals with disabilities potentially in the FAQ section. Carol Carr stated the toolkit could include information regarding the tax credit documents as well. Jennifer Baier stated that job developers should indicate that businesses should want a workforce that resembled the community. Tim Stump stated that he did not mention the tax credit often, although he did mention the lower turnover rate among businesses that hired individuals with disabilities. He noted that Peckham and Amazon's turnover rate had decreased due to the employment of individuals with disabilities. Susan Voirol inquired whether on the job training should be included in the resources or whether the training was too specific for each individual. Tim Stump stated that not many employers utilized on the job training or apprenticeships, although several individuals had been placed in a nursing apprenticeship. Carol Carr inquired whether the toolkit should include common acronyms or definitions. Tim Stump stated that some employers were afraid of using the wrong language and he often recommended that employers use person first language. Jennifer Baier stated the Ohio Toolkit included definitions in the section on Accommodations, which would be useful for employers or job developers. Carol Carr stated the Ohio Toolkit included business networking where businesses could share their best practices. Tim Stump stated he had worked with the Arizona Industry Liaison Group. Susan Voirol clarified that the USBLN was now called Disability In, in which the Arizona affiliate was Untapped Arizona. Carol Carr stated the committee could partner with the Arizona Chamber of Commerce and SHRM to distribute the toolkit to the local cities. Ms. Carr stated that she hoped to draft a preliminary Table of Contents for the Arizona Toolkit for the committee's review at the next meeting.

Employment First Initiative Strategic Plan Discussion

Susan Voirol stated the Employment First Initiative was focusing on four activities and one of those was the development of the Arizona Toolkit. Susan Voirol stated the Employment First Initiative did not want to take

away from the activities of other organizations but did intend to develop a website.

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:

- VR Toolkit Discussion

Announcements

There were no announcements.

Public Comment

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

Adjournment of Meeting

The meeting was adjourned at 2:25 pm.