

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

January 27, 2020

Members Present

Carol Carr
Jennifer Baier
Adam Robson
Susan Voirol
Judith Castro

Members Absent

Tim Stump

Staff Present

Lindsey Powers

Guests Present

Call to Order and Introductions

Carol Carr called the meeting to order at 1:31 pm in the RSA Conference Room, Phoenix, AZ. Introductions were made and a quorum was present.

Approval of November 25, 2019 Meeting Minutes

Judith Castro moved to approve the minutes of the November 25, 2019 SRC Employment and Community Partnerships Committee meeting. Susan Voirol seconded the motion. The committee approved the minutes by unanimous voice vote.

VR Toolkit Discussion

Carol Carr stated that once the Employer Toolkit was complete, she would like to obtain feedback from employers and SRC members and add or change the information as needed. Ms. Carr noted the Employer Toolkit would be a work in progress and the committee or SRC members would need to continue to update the resources as needed. Carol Carr stated she included links to the Employer Toolkit and verbiage and noted that she tried to remove any duplicated information. Carol Carr stated her hope that the toolkit would be ready for SRC feedback at the upcoming SRC Full Council meeting and then be available for upcoming conferences.

In reviewing the Table of Contents, Carol Carr stated she used some of the verbiage from the Ohio Toolkit for the How to Use This Guide section. She noted that she would review other toolkits, and potentially use similar language as well. Carol Carr stated she included links to information and noted the same links could be used in different sections, although the individual could be referred to a specific page or section of that resource. Jennifer Baier stated that some of the information would overlap, and individuals could be referred to the specific information. Carol Carr inquired whether the toolkit should include examples of companies with employment initiatives. Adam Robson stated there were many companies with hiring initiatives and inquired whether the toolkit would include all of them. Carol Carr stated the toolkit could include some examples and Best Practices for hiring individuals with disabilities. Susan Voirol stated her concern with including companies that claimed to have hiring initiatives but did not continue those hiring practices. Carol Carr agreed that committee members would need to monitor those companies. Adam Robson stated the toolkit could include a brief statement that many companies were doing great things in hiring initiatives. Adam Robson inquired whether the toolkit could include a link to websites such as the Association for People Supporting Employment First (APSE), which would include employment resources. Susan Voirol stated the toolkit could include information for employers regarding incentives for hiring individuals with disabilities. Carol Carr stated that companies had to apply to be part of that pilot. She noted that Source America was working with the Office of Disability Employment Policy (ODEP) regarding that pilot program.

Carol Carr stated the Dispelling the Myth resource included information from an Ohio Employment First update and inquired whether the toolkit should include a local resource. Susan Voirol stated the toolkit could use the Ohio resource as a placeholder and noted that Tim Stump had developed Dispelling the Myth webinars. Adam Robson stated the DB101 website had information regarding the myths of Social Security. Adam Robson stated the links under Dispelling the Myth and Recruiting, Hiring, Retaining, and Promoting People with Disabilities did not work. Adam Robson stated that "recruit-talent" should be removed from the link under ARIZONA@WORK and that SOAR should be removed from the DB101 resource. Susan Voirol suggested the Arizona Employment First Initiative website be included prior to the Executive Order and APSE information. Ms. Voirol stated the toolkit could potentially include embedded videos, such as on Employment First or accommodations. Susan Voirol stated that ODEP had an employment page on inclusive hiring, which could be linked to in the toolkit. Carol Carr inquired whether ODEP included inclusion hiring. Susan Voirol stated ODEP included information for hiring an inclusive workforce and hiring and

retaining employees with disabilities. She noted that ODEP was a more global resource.

Carol Carr inquired whether the Work Opportunity Tax Credit (WOTC) information would still be applicable. Jennifer Baier stated she would research information regarding WOTC. Carol Carr inquired whether the toolkit should identify all the employer networks. Susan Voirol stated the toolkit could potentially include information regarding Tim Stump's Third Thursday conference call. Adam Robson stated that Tim Stump's calls were more for providers. Carol Carr inquired where the ARIZONA@WORK information should be included. Susan Voirol stated the information could be included under the Where do I find Candidates section. Carol Carr inquired whether the toolkit should include success stories. Judith Castro stated she had a client success story from Yuma that could be included. Carol Carr inquired whether the Vocational Rehabilitation (VR) website had a specific space for success stories. Adam Robson stated the VR website did not include that information. Adam Robson stated the DB101 website included situational stories that enhanced the website, and he noted the website was in the process of changes that could potentially include tutorials and videos. Carol Carr inquired whether the information on Accommodations should be changed to Resources, in order to provide information about accommodations without scaring employers who might think they would need to provide costly accommodations. Judith Castro stated the employers needed to be educated because many employers were intimidated when hiring individuals with disabilities due to the fear of costly accommodations. Adam Robson stated the toolkit could include brief information about the Arizona Technology Access Program (AzTAP) and the Job Accommodation Network (JAN) and how most accommodations were inexpensive. Carol Carr stated the toolkit could indicate that most accommodations were less than \$500 and mention that some organizations would provide the accommodations. Adam Robson suggested the toolkit include information that an employer would understand, such as workplace accommodations and include the actual accommodation amount, i.e. less than \$500. Carol Carr inquired whether the toolkit should reference Americans with Disability Act (ADA), Legislative or advocacy group information. Adam Robson stated that information could be included under the Miscellaneous section. Carol Carr stated the toolkit included information on veteran's services and suggested that individuals be referred to the Veterans Affairs (VA).

Community Employment Activity Discussion

Carol Carr stated that she, Tim Stump, and Michael Leyva met with Robb and Veronica Crawford with Untapped Arizona. Ms. Carr noted that Robb Crawford reviewed a Power Point from 2017 during the meeting and

indicated that Untapped Arizona hoped to hold a conference with a speaker and were seeking corporate sponsorship. She noted that Robb and Veronica indicated that they were the only two individuals running Untapped Arizona and were trying to rebuild the Board. Carol Carr stated she later forwarded information to Robb and Veronica Crawford regarding potential funding from Jim Click. Carol Carr stated that Veronica Crawford was on the National Society for Human Resource Management (SHRM) Board, which would pilot a program for employment for individuals with disabilities. Carol Carr stated that Tim Stump indicated that he had referred some companies such as USAA and Medtronic, that would potentially sponsor Untapped Arizona. Susan Voirol stated her understanding that Linkages was part of Direct Services. Susan Voirol stated there were many different conferences in Arizona, and she hoped that Untapped Arizona would include other organizations to attend. Jennifer Baier inquired regarding the priority and focus of Untapped Arizona. Carol Carr stated she was unsure regarding Untapped Arizona's priorities, and noted they indicated their desire to hold a conference, obtain sponsorship and develop a Board. Susan Voirol inquired whether there were other members on the Untapped Arizona Board. Carol Carr stated her understanding was that Robb and Veronica Crawford were the only members of the Board. Jennifer Baier stated Untapped Arizona had an employer network previously of high-tech companies. Susan Voirol stated the community would support Untapped Arizona and hoped the organization would participate in community efforts as well. Adam Robson stated that Untapped Arizona needed to become established before considering holding a conference. Mr. Robson noted that Untapped Arizona would benefit from participating with the Employment First Initiative and the SRC. Susan Voirol noted the committee and other organizations did not want to duplicate work. Ms. Voirol stated that Disability In held a national conference for employers, which would be a great opportunity for organizations such as Untapped Arizona. Carol Carr stated she would keep in contact with Untapped Arizona and would provide any updates to the committee.

Agenda and Date for Next Meeting

The next meeting of the SRC Employment and Community Partnerships Committee will be scheduled for February 18, 2020 from 1:30-3:00 in the RSA Conference Room. Agenda items are as follows:

- VR Toolkit Discussion
- Community Employment Activity 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 2:45 pm.