

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

November 25, 2019

Members Present

Carol Carr
Tim Stump
Jennifer Baier
Adam Robson
Susan Voirol

Members Absent

Judith Castro

Staff Present

Lindsey Powers

Guests Present

Rachel Riosric

Call to Order and Introductions

Carol Carr called the meeting to order at 1:03 pm in the DERS Conference Room, Phoenix, AZ. Introductions were made and a quorum was present.

Approval of October 21, 2019 Meeting Minutes

Tim Stump moved to approve the minutes of the October 21, 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

Tim Stump stated he attended a meeting with the Office of Federal Contract Compliance Program (OFCCP), in which 142 registered individuals attended. Mr. Stump stated the representative discussed the guidelines that would be released soon for employers that are recruiting individuals with disabilities. Tim Stump stated the OFCCP representative indicated that individuals with disabilities are a protected group, therefore, employers could have affirmative hiring programs. He noted that the Beacon Group spoke about disability employment during the event. Tim Stump stated after the event, employers had the opportunity to meet with agencies that assisted individuals with disabilities obtain employment. Carol Carr inquired whether

the OFCCP guidelines should be included in the Employer Toolkit. Tim Stump stated that once the guidelines were released, they could be included in the toolkit. Carol Carr stated that she was unable to attend the previous SRC Full Council meeting, although Judith Castro had provided a brief update regarding the committee's activities. Ms. Carr stated that she would meet with Rob Crawford, Untapped AZ on December 13th and stated that any committee members were welcome to attend that meeting. She noted that committee members were also welcomed to send any questions to Ms. Carr, and she would relay those to Untapped AZ. Carol Carr stated her understanding that Untapped AZ would have information to contribute to the Employer Toolkit.

Carol Carr stated she would meet with a representative that would discuss the Arizona Career Readiness Credential (ACRC). Carol Carr stated the ACRC validated the skills that mattered most to Arizona employers. She stated it was a major initiative put forth by Governor Ducey and in partnership with ARIZONA@WORK and the Office of Economic Opportunity. Carol Carr stated the ACRC was available to job seekers across the state, and would demonstrate an individual's skill in math, reading for information, graphics, communicating effectively, team working and collaborations, professionalism, critical thinking and problem solving. Carol Carr stated she would find out more information regarding the credential and whether information should be included in the toolkit. Tim Stump stated he took the ACRC, which included a job seeking skills component with job situational questions and the individual would select the least and most correct of the answers. Tim Stump stated the test also included questions on math and chart reading, and the individual would receive a score of platinum, gold, or silver, which could be added to a resume. Carol Carr inquired whether the credential matched the individual with a career. Tim Stump stated his test indicated that his job match would be a Vocational Rehabilitation (VR) counselor. He noted the test could be a challenge for individuals using screen readers, or individuals whose primary language was other than English. Tim Stump stated that VR clients could benefit from taking the test, although some individuals could struggle with the test. He noted the test could also provide insight into additional areas of training, such as soft skills. Carol Carr stated the purpose of the meeting, was to create a greater understanding of the credential. Ms. Carr noted her understanding that the ACRC would focus on veterans that were transitioning back to work. Tim Stump stated that many VR clients had a poor work history, and those individuals could include their ACRC test scores on their resumes to demonstrate their skills. Carol Carr agreed and noted the benefit of companies embracing the credential. Adam Robson stated that a representative presented to the Arizona Health Care Cost Containment System (AHCCCS) Works, and noted the program was great.

Susan Voirol stated that there had been some discussion in the community about websites for job seeking individuals with disabilities and how that could go against inclusion. Ms. Voirol stated she was unsure whether Untapped AZ had plans to develop a job board for job seekers. Tim Stump stated that Untapped AZ previously discussed using the Arizona Job Connection (AJC) job board. Susan Voirol stated her recollection that Untapped AZ had planned to partner with the Department of Economic Security (DES), although those initiatives had not come to fruition. Carol Carr stated that she would be happy to take any questions from the committee and send them to Mr. Crawford prior to the meeting.

Carol Carr stated that she updated the Employer Toolkit Table of Contents based on the committee's suggestions, and she would begin adding the website links to the document. Adam Robson inquired regarding the Referral Organizations and why Linkages was the only organization included. Carol Carr stated she had included Linkages as an example. Adam Robson inquired whether the Arizona Center for Disability Law should be included under the Disability Advocacy Organizations. Carol Carr stated the toolkit could include any resources that would assist employers. Jennifer Baier stated the committee should consider whether resources would be related to programs or case management. Susan Voirol stated that Centers for Independent Living (CIL)s advocated on behalf of the individual with a disability but would not necessarily advocate on behalf of an employer. Tim Stump stated that many employers were reluctant to hire individuals with disabilities due to the fear that the accommodations would be too costly. Mr. Stump noted that accommodations were not common or were not costly. Adam Robson stated the Arizona Resources included low cost accommodations and noted the toolkit could include information regarding the low cost of accommodations. Tim Stump stated that some employers had accommodation teams, such as Amazon. Carol Carr stated other organizations had similar groups. Tim Stump stated that Bank of America had teams of individuals that performed worksite assessments. Carol Carr stated Source America had 6 rehabilitation engineers that visited non-profit agencies to provide accommodations. Carol Carr stated she would include a statement in the toolkit indicating that accommodations were rare or low-cost.

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
- 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 2:05 pm.