



Maximizing Results with Student HireAbility Navigators Within Local Workforce Boards



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VOCATIONAL REHABILITATION SERVICES

Goals of Training

Learn how Student HireAbility Navigators successfully coordinate with Texas Workforce Solutions-Vocational Rehabilitation Services (TWS-VRS), Workforce Boards, contractor staff, and community stakeholders to create innovative and successful strategies that increase the inclusion of workforce services and facilitate access to Pre-Employment Transition Services for students with disabilities.

We will share information and examples of best practices that

- can be implemented in other local settings,
- used to achieve capacity building and systems development,
- can be used to create community and state partnerships,
- and collaborations to strengthen communities and increase employability.

What is Vocational Rehabilitation?

- The Vocational Rehabilitation (VR) program helps people with disabilities prepare for, enter, engage in, or advance in competitive employment.
- The program also helps businesses and employers recruit, retain and accommodate employees with disabilities.

Vocational Rehabilitation Customers

Adults with disabilities

Youth and students with disabilities

Businesses and employers



The Vocational Rehabilitation Process



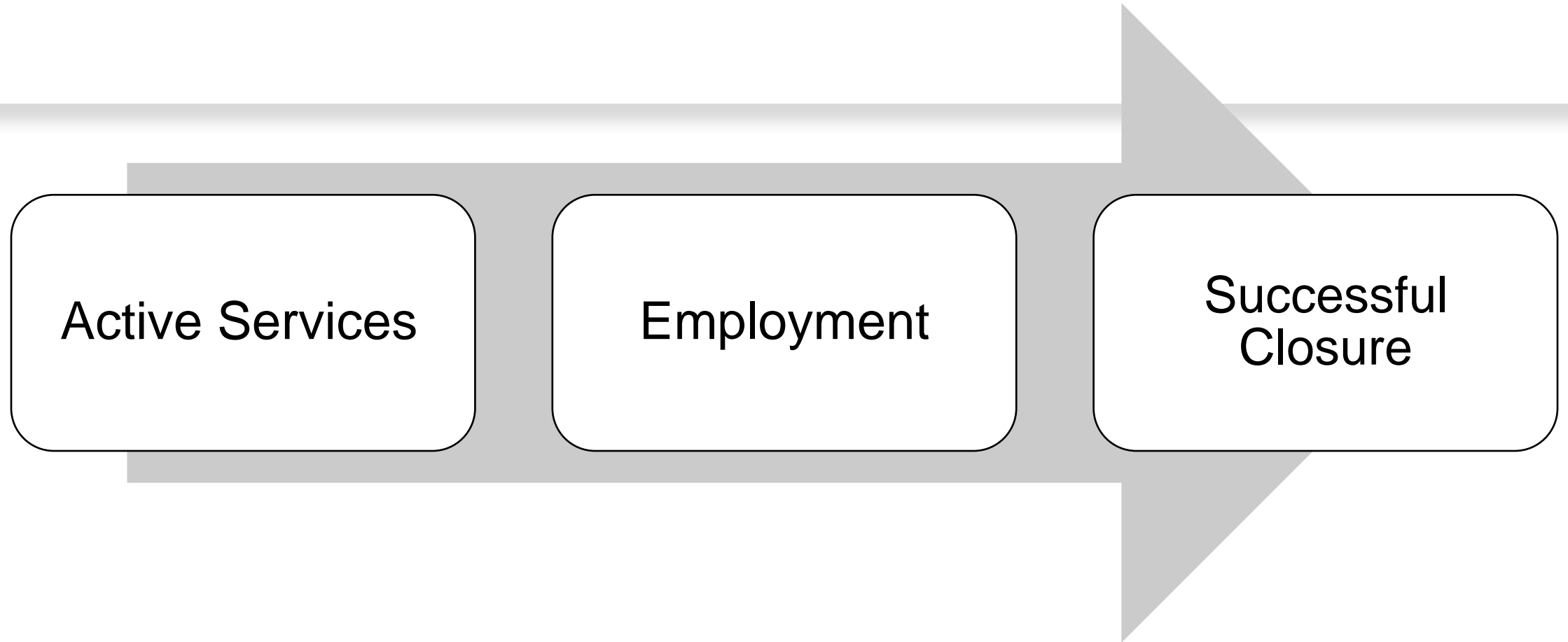
Initial Contact

Application

Eligibility/Planning
Phase



The Vocational Rehabilitation Process



Vocational Rehabilitation Services

- Counseling and Guidance
- Supported Employment
- Vocational Assessment & Training
- Durable Medical Employment
- Criss Cole Rehabilitation
- Diabetic Education
- Job Placement Services
- Assistive Technology
- Academic Training
- Job Coaching
- Career Exploration
- Group Skills Training
- Pre-Employment Transition
- Physical Restoration
- Low Vision Services
- Eye Medical Restoration
- Disability Awareness Presentation
- Job Retention

and many more

Transition Services

Transition Services are a subset of Vocational Rehabilitation Services for those individuals aged 14-22.

In most cases, the services provided to transition students fall into one of these 5 Pre-Employment Transition Services (Pre-ETS) categories:

- Career Exploration
- Work-Based Learning
- Counseling on Post-Secondary
- Job Readiness
- Self-Advocacy

TEA/TWC Memorandum of Understanding

Est. 2015 Senate Bill 208 84th Legislature

- Increase coordination to prepare students with disabilities for post-secondary education and/or competitive integrated employment.
- Improve transition planning between VR/ LEAs for student Individualized Education Program.
- Establish mechanism to identify areas in Texas with greatest need for transition services.
- Ensure VR (access) staff can attend Admission, Review, Dismissal committee meetings.
- Identify parties' roles and responsibilities.
- Strengthen relationships between state agency's TEA/ TWC/ ESC/ LEAs/ Higher Education entities and businesses to facilitate successful outcomes for students with disabilities.

Persons with a Disability: Labor Force Characteristics Summary

- Across all age groups, persons with disabilities were much less likely to be employed than those with no disabilities.
- Across all educational attainment groups, unemployment rates for persons with a disability were higher than those for persons without a disability.
- In 2021, 29 percent of workers with a disability were employed part time, compared with 16 percent for those with no disability.
- A large proportion of persons with a disability—about 8 in 10—were not in the labor force in 2021, compared with about 3 in 10 of those with no disability

U.S. Bureau of Labor Statistics

VR Role vs. SHN Role Comparison

Vocational Rehabilitation Counselor

- Gather contact information, open new VR cases collect necessary documents and maintain case files.
- Provide direct services to students with disabilities, developing and implementing a process that leads to a successful preparation for a planned employment outcome.
- Interact with parents and other support people.
- Develop and maintain relationships with community referral sources.
- Provide Disability Awareness Presentations.

Student HireAbility Navigators

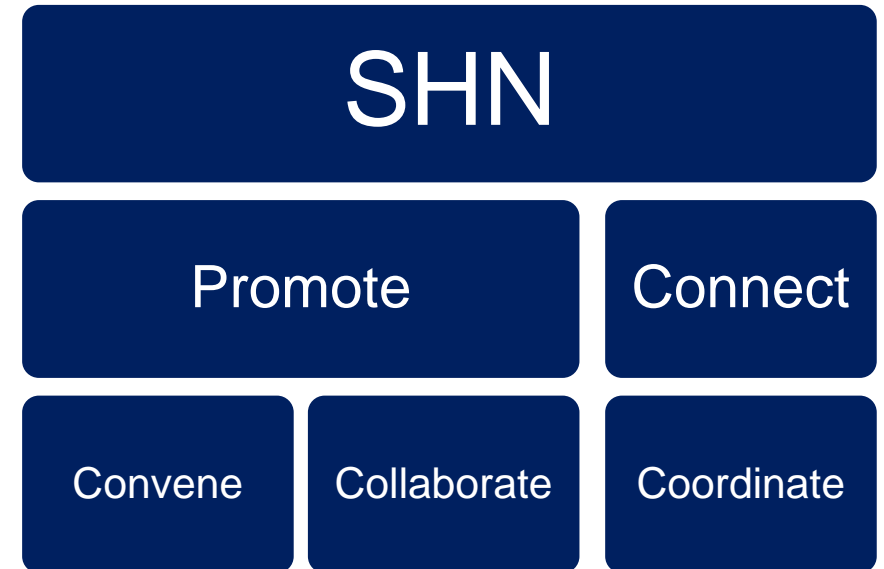
- Locate work related services available in workforce area.
- Promote Pre-Employment Transition Services.
- Share information about and refer students and self-advocates to TWS – VRS.
- Identify gaps in services and establish successful strategies for cross agency collaboration.
- Develop events and campaigns to increase awareness and service provisions for students with disabilities.

Student HireAbility Navigators: Resource Connectors & System Builders

Connect with your

Student **H**ireAbility **N**avigator

Maximize access to
employment & training services,
and increase opportunities for
adults and students with
disabilities.



Building a Healthy Ecosystem

We seek the counsel of community partners to champion issues, share resources & benefit from a broader perspective.

When everyone gets involved, there's more buy-in & accountability to meet goals & make real, long-lasting change & creating successful events that aid your cause.

National Disability Employment Awareness Month

- Partnership between Workforce Solutions East Texas and Vocational Rehabilitation Services
- Recognition of employers who have worked with various initiatives and programs to hire individuals with disabilities
- Allowing individuals to tell their own success stories and how they have been able to find employment with the support of Vocational Rehabilitation Services.



Project SEARCH Success

Honoring the incredible teamwork that makes Project SEARCH Succeed with representatives from Winning Edge Employment Services, Christus Mother Frances Hospital, Transition Vocational Rehabilitation Counselor, Tyler ISD, and most importantly the Graduate of the program.



Telling His Story – Elijah’s Retreat

Nicholas Wesham shared his experiences working with Elijah’s Retreat—a camp that is designed to support families with members who have Autism, reconnect and have experiences that may be unavailable otherwise. Nicholas was joined by a representative of Elijah’s Retreat and his counselor, Bolivia Stanfield.



Become THAT Person in your Community

- **Build Credibility:** SHN's connect with peers and community partners to enhance programs & awareness of the SHN role
- **Seek Wisdom:** SHN's ask the experts to ensure we are passing along relevant up-to-date information to community partners, agencies, employers, educators, students and families.
- **Share the Wealth:** TWS-VRS programs are still one of the best kept secrets. SHN's can spread awareness about all the services we provide that create a wealth of opportunities for ISD's, students, employers, area agencies, etc.

Summer Earn & Learn Signing Day



Summer Earn & Learn Signing Day

Creating Pathways to Employment for Students with Disabilities!

Summer Earn & Learn (SEAL) offers eligible students with disabilities a paid work experience with local employers who, together with our TWS-VRS partners, can provide the support and accommodations needed to succeed. Through collaboration with The University of the Incarnate Word and The Port of Corpus Christi, WFSCB held its second annual SEAL Signing Day. Participating employers, students and their families attended and heard presentations by VRS, met their TRVC's, heard words of encouragement and support from community organizations and signed their letter of commitment to the SEAL program!



Summer Earn & Learn SIGNING DAY

Creating Employment Pathways for Students with Disabilities

June 5, 2024

11:00 AM - 1:00 PM

**La Palmera Mall Food Court
5488 S Padre Island Dr, Corpus Christi, TX 78411**

Let's kick off this year's event by giving a warm welcome to all the employers and students who are taking part in the 2024 Summer Earn & Learn program! Your dedication to inclusive employment is truly inspiring, and we're excited to see the positive impact you'll have on the workforce.

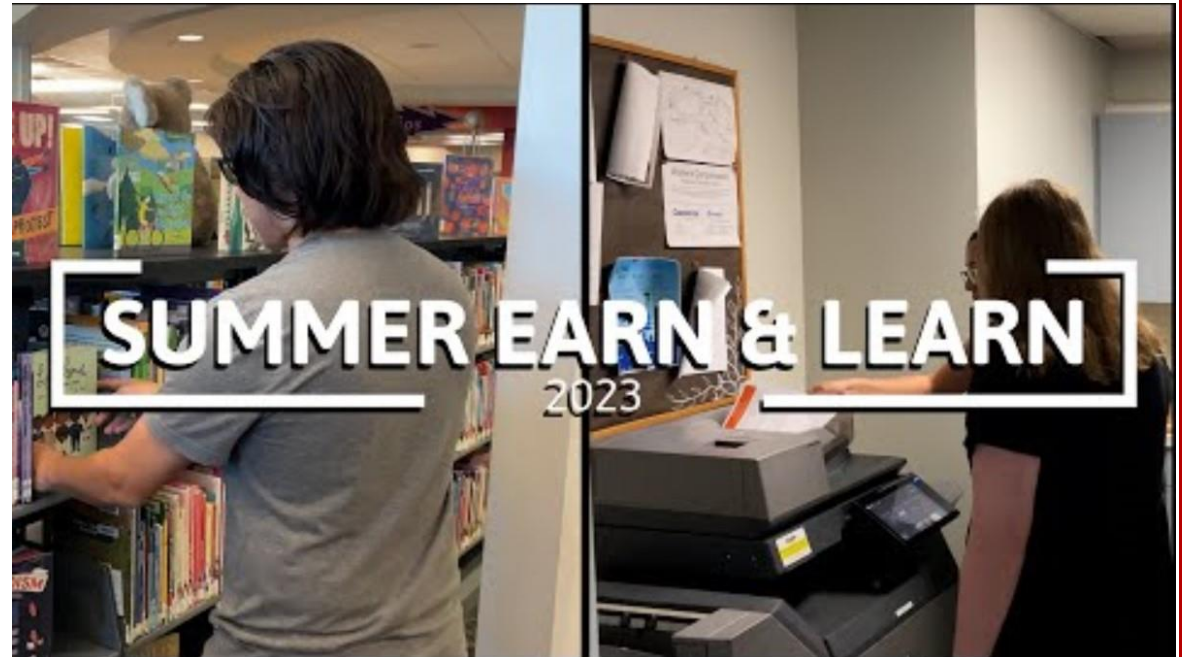
**Participant
RSVP**

<https://bit.ly/3IEWBT6>



**Employer
RSVP**

<https://bit.ly/3Tdzp38>



[Summer Earn & Learn 2024 \(workforcesolutionscb.org\)](https://workforcesolutionscb.org)



Wings of Texas recognizes outstanding accomplishments by individuals and organizations who promote the advancement of inclusion for persons with disabilities in the Coastal Bend. This year, Workforce Solutions Coastal Bend, through partnership with Texas Workforce Solutions-Vocational Rehabilitation Services was recognized for the "Summer Earn and Learn" program and the work they do together to prepare persons with disabilities for entry into the workforce as the ***Organizational Advocate of the Year*** at the ***2024 Spirit of the ADA Awards***.

SEAL Employer Recognition Breakfast

- Panel
- Recognition Certificates
- Networking



Employer HireAbility Forum

- Compliance in the Workplace
- Assistive Technology
- Recognition Programs
- Testimonials



**EMPLOYER
HIREABILITY
FORUM**

Learn how to transform your business into an accessible and inviting work environment



Texas HireAbility
Lower Star National Bank
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McAllen
TEXAS WORKFORCE SOLUTIONS
Economic Development Office

[Employer HireAbility Forum Video](https://www.youtube.com/watch?v=IMNHUg4huUE)
(<https://www.youtube.com/watch?v=IMNHUg4huUE>)

Creating Ecosystems That Impact



The Student HireAbility Program fosters the development of innovative and effective approaches to service delivery and ensure strong coordination and supports between local and state agencies to facilitate meaningful WIOA Core Program outcomes.

CONTACT US

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Padlet

Workforce Solutions-Lower Rio - 1m
Maximizing Results with Student HireAbility Navigators Within Local Workforce Boards

Presenters + Maps + Student HireAbility Navigators + TWS-VRS Resources + Presentation +

Sonia White
Workforce Solutions East Texas - Student HireAbility Navigator
Sonia White has been with Workforce Solutions East Texas Board since 2018; her professional background and strengths draw from an extensive professional career spanning 25 years in workforce development programs; facilitating, coaching, and

Texas Workforce Development Boards
Texas Workforce Development Board Websites
PDF
Texas Workforce Development Board Websites

Vocational Rehabilitation Division Regions and Workforce Development Areas
TWS Map

Student HireAbility Navigators
Regional SHN POC
XLSX

VR Office Locator
Texas Workforce Solutions - Vocational Rehabilitation Service offices are located in many cities around the state. You can contact them for information about services, to schedule an appointment to apply for service or to determine what documents you may need to bring to an appointment.

Start My VR Interest Form Link
Start My VR
twgov.service-now.com
ServiceNow
By completing the online self-referral, [the student will take] the first step in [their] Vocational Rehabilitation journey.
✓ If [the student has] a physical, mental, or emotional disability that

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PPTX



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