

DVR Report to the
Workforce Development Council
February 11, 2021

Recent activities from November 2020 – February 2021:

Order of Selection

DVR continues to remove individuals off the Order of Selection (OOS) waitlist:

November 2020 – 21

December 2020 – 21

January 2021 – 5

February 2021 – 16

Currently, applicants who are determined most significantly disabled (MSD) are taken off the OOS within 1 month or less of their completed application date. There are currently 415 individuals on the waitlist under the Category II - Not Significantly Disabled (NSD) eligible individuals group, and 393 individuals on the waitlist under Category III - Significantly Disabled (SD) eligible individuals group all awaiting DVR services. DVR expects to begin moving these individuals off the OOS by March 2021. From July of 2019 to February 2021, DVR has removed 822 individuals off the OOS waitlist.

State Rehabilitation Council

DVR worked in collaboration with the State Rehabilitation Council (SRC) to complete and submit the SRC 2020 Annual report to Governor Ige in December 2020 with highlights copied below. DVR remains committed to working with the SRC to advise DVR on any issues regarding best practices in serving individuals with disabilities. SRC quarterly meetings took place on the Zoom remote platform with captioning and American Sign Language interpreters provided by Isle Interpret. SRC has held regular quarterly meetings over the past year, with the last meeting held on November 20, 2020 (the 1st quarterly meeting for FFY 2021).

Current DVR Data as reported on RSA-911 report for Quarter 1, PY2020, for the period of Jul – Sep 2020, including highlights from SRC 2020 Annual Report (with attachments to this report) on DVRs engagement activities and outcomes with participants receiving services through December 2020.

Total # of participants reported:	2,375
Total # of participants receiving Career or Training Services	2,226
WIOA Program Involvement (dually enrolled)	190
Total # of participants who earned MSGs	25 (23 secondary/post-secondary, 2 skills progressions)
Total # of participants enrolled in secondary ed	428
Diploma track	39
Certificate track	389
Total # of participants in VR agency funded education or training programs	383
Educational training	158
Occupational or Vocational training	69
Job Readiness Training	69
Disability Related Skills Training	11
On the Job Training	18

DVR Report to the
Workforce Development Council
February 11, 2021

Basic Academic Remedial or Literacy Training	7
Randolph-Sheppard Training	2
Other Training	49
# of students with disabilities (SWD) reported	1158
# of SWD receiving Pre-ETS services	1007
# of Pre-ETS SWD who are Potentially Eligible	624
# of Pre-ETS SWD who applied for DVR services	383
# of participants who exited DVR Program	94
# of participants who have an employment outcome at exit	16 (28.1% employment rate)
Median # of hours per week for those exited	36.2 hours per week
Median hourly wage	\$19
Other Measures that Matter Sustaining Employment After Exit	
Exit Quarter:PY2018 Q3 # Exited with employment	77
Maintain employment after 2 nd Qtr	50 or 65%
Maintain employment after 4 th Qtr	40 or 52%
Exit Quarter:PY2018 Q4 # Exited with employment	46
Maintain employment after 2 nd Qtr	34 or 74%
Maintain employment after 4 th Qtr	Not yet complete
Exit Quarter:PY2019 Q1 # Exited with employment	27
Maintain employment after 2 nd Qtr	16 or 59%
Maintain employment after 4 th Qtr	Not yet complete
Exit Quarter:PY2019 Q2 # Exited with employment	8
Maintain employment after 2 nd Qtr	Not yet complete
Maintain employment after 4 th Qtr	Not yet complete
VR Service Provision	
Total participants Receiving Services	1,625
% of participants Receiving VR services	68.4%

Analysis of Dashboard Data:

Data showing that 94% of DVR participants are receiving career or training services reflects DVRs sustained services to participants even during these unprecedented times. 190 DVR participants show WIOA program involvement which is a significant increase from 34 participants in PY19, Q4 by almost 600%, illustrating that DVR recognizes the need for continued collaboration in partnership with WIOA core partners. DVR's work with SWD has also been sustained in collaboration with DOE as reflected by

DVR Report to the
Workforce Development Council
February 11, 2021

the amount of SWD (87%) reported as receiving WIOA Pre-Employment Transition Services (Pre-ETS) throughout the pandemic.

DVR expects that the number of SWD who apply for services will continue to increase from 383 students during the coming months. DVR has an assigned Vocational Rehabilitation Specialist (VRS) with every high school statewide, establishing presence and commitment to our community partners as we engage SWD and their families in career exploration as they prepare for graduation. DVR believes that Statewide school presence will generate awareness and interest in DVR for students, families, and teachers. There has already been a significant increase in on-going work-based learning experience (WBLE) participation from 7 students in the first quarter of PY 2020 to 45 students in the second quarter of PY 2020 (July 1, 2020 through June 30, 2021). Additionally, transition meetings continue to be conducted for both agency's staff and community providers to leverage best practices to engage students. Department of Education (DOE) hosted a meeting on November 13, 2020 and DVR will be hosting the next remote statewide meeting Friday, February 12, 2021. The following transition meeting is scheduled in May 2021 and will be hosted by the Department of Health Developmental Disabilities Division (DOH/DDD) further illustrating DVR's efforts for interagency collaboration.

DVR continues to improve reporting practices the number of Measurable Skills Gains (MSG) achieved by participants. Per the data shown in the table above, 389 of 428 participants in secondary education are in a certificate track which does not count for an MSG or nationally recognized Credential Attainment (CA) and adversely affects our current MSG rate. DVR is taking steps to remove these participants from the calculations to more accurately reflect DVR's MSG rate that will need to be at 20% for PY20. Other additional strategies to support this effort include examining internal processes by which participants education records are tracked and reviewed to ensure that data is accurately collected in DVR's data system. DVR's VRS counselors are reviewing monthly all potential participants that could earn an MSG to confirm and forecast MSG and credential status and rates statewide. DVR's staff support office (SSO) issued guidance on MSGs reporting and held training for staff in October of 2020. SSO staff continues to work through the process with Branch staff to improve quarterly reporting and fulfill DVR's negotiated performance rate of 20% for PY20 by June 30, 2021. DVR is also exploring creative ways to increase options available to participants to earn an MSG.

As participants continue to gain MSGs, Credentials, and VR agency funded education or training skills, it is anticipated that this will also lead to more participants exiting the program with an employment outcome. With this higher number of successful outcomes at exit, and the trend of participants continuing to successfully exit program services at 32 hours per week with average hourly earnings of \$19.00, DVR understands this will also be positively impacting Hawaii's economic recovery and stabilize retention rates of employment in the 2nd and 4th quarters after exit.

As DVR participants become accustomed to the new norm of remote communications, learning, and employment and receive assistive technology resources and supports to leverage their employability, the percentage of VR participants receiving services should increase from the current 68.4%. DVR continues to adapt to remote work platforms with face-to-face services available as needed, and has explored strategies for delivery of service to extend quality services and opportunities for success in achieving employment goals and outcomes. DVR has not reduced any contract funding for services to clients and does not anticipate any reductions in services through 2022. DVR has also been subject to a hiring freeze and defunded positions mandated by the Governor in EM 20-01 but remains diligent in

DVR Report to the
Workforce Development Council
February 11, 2021

preserving Full-time Employee (FTE) counts and maintaining funding for these positions through the legislative approval process. DVR is working with the DHS Budget and Planning Management Office (BPMO) and Budget and Finance (B&F) to fill vacant positions by way of the B-2 process prescribed in EM 20-01.

Current Unified State Plan Measures Data (11/2020 – 2/9/2021)

Supported Employment Plans	
Youth	193
Adults	99
Service E (transitional work in preparation for career goals)	
Total Participants in Service E	13
Average Wage	\$13.93
Average Hours Worked Weekly	18.54
Closed Rehab (Employment outcome at exit)	
Average Wage	\$13.85
Average Hours Worked Weekly	31.27

Analysis of Data: DVR has exceeded the anticipated number of Supported Employment (SE) plans implemented for FY 2021 (175) per the Unified State Plan (USP). Employment data shown above for Service E and Closed Rehab (Employment outcome at exit) is reflective of the significant impacts that COVID-19 has had on Hawaii's economy and its unemployment rates. DVR has identified the need to expand employer engagement activities in collaboration with community partners and DVR employment team is preparing a work plan to improve opportunities for employment of DVR participants.

Employer Engagement Activities (11/1/2020 – 2/9/2021)

DVR participated in the following Employer Engagement Activities:

Employer Information and Support Services

- Assisted PacMed in Job Analysis and Task Analysis which resulted in customized employment placements
- Consultation with business regarding the provision of accommodations
- Presentation to business regarding VR services and services to business: Hawaii Cares, Oahu Workforce
- Hawaii Employment – Coordinated meeting with CRP for partnering with COVID-Related Temporary positions
- Ongoing collaboration with the AJCH – job leads and referrals, interview and follow up for clients.

Workforce Recruitment Assistance

- Continue to assist business with pre-screening qualified candidates with disabilities for specific jobs: Versatility Resource, HI Cares, Oahu Economic Development Board
- Targeted employer hiring event held for Versability Resources at DVR/Oahu.
- Employment Team (ET) attended Virtual Career Expo (1/27-1/28/21) to do labor market research, network and learn how DVR could conduct a virtual hiring event.

DVR Report to the
Workforce Development Council
February 11, 2021

- Hawaii CARES: Job referrals and job lead sharing with AJCH. This collaboration led to a recommendation of VR to the Isolation and Quarantine Office which has asked for VR's assistance with recruitment.
- Continue to Consult with business related to recruitment of individuals with disabilities: HDVR is engaged with TapAbility, an electronic job board specifically targeted to individuals with disabilities. Connecting with businesses currently on this Talent Acquisition Portal: Federal Aviation Administration, Dell Assessment and Internship for telework opportunities.

Engaged in Strategic Planning/Economic Development

- Continue to meet with business to discuss how VR agencies may assist in finding candidates to meet their business needs and industry trends.
- VR ET continue to be active members of Disability: IN, SHRM, Workforce Board (State and Local) Employer Engagement and Sector Strategies committees, and members of the National Employment Team (NET).

Accessing Untapped Labor Pools

- Coordinated Disability:IN Virtual Mock interviews:
 - Co-created documents for project: including suggested interview questions and post-interview evaluation form.
 - Worked collaboratively with Pride Industries and Center for Disabilities. CDS referred students from "Jobs Now Program" who participated.
 - Shared Interview Tip Documents: including info on creating an "elevator pitch" and how to address behavioral questions using the "PAR" technique.
 - Co-facilitated two Zoom presentations to explain the process of the virtual interviews and answer questions: one with employers and one with parents/ students in the CDS "Jobs Now Partnership Program".
 - Provided DVR Consumer/Participant support: by arranging Zoom meetings with each participant to explain the process, discuss vocational goals, provide resume feedback, and ask a few mock interview questions, and provide information and guidance in scheduling virtual interview with matched interviewer/employer.
 - Provided employer support: including discussions about adjusting interview questions when necessary to accommodate different communication styles of participants.
 - 15 DVR participants/interviewees and 12 volunteer employers participated.

Training Services

HDVR continues to utilize comparable services and benefits whenever available by partnering with various programs that provide services that are relevant to those on the Individualized Plan for Employment. Some of the partnerships include training services received from Title I, II and III WIOA and community partners which include Youth Build, Job Corps, Alu Like, University of Hawaii System, Community College Continuing Education Programs, DOE Adult Education, DLIR – Workforce Development Division, Disabled Veteran's Outreach Program.

Other

1. Employment Specialist from DVR Kauai Branch was selected to participate in the RSA Funded Innovative Rehab Training Grant : The Institute for Community Inclusion at University of Boston MA. The Program on Innovative Rehabilitation Training on Employer Engagement (PIRTEE) is a PILOT Project that runs from 11/20 – 5/21
 - Module 1 – Foundations of Employer Engagement

DVR Report to the
Workforce Development Council
February 11, 2021

- Module 2 – Strategies and Practices on Employer Engagement
 - Module 3 – Strategic and Ethical Employer Engagement
 - Taking Employer Engagement to the Next Level: Emerging and Promising Practices
2. USDOL Training (11/18/20): Credential Attainment and Measurable Skills Gains
 3. DOE Training: Opportunities to Develop Work Based Learning Experiences (WBLE) for Career Exploration related to On the Job Training Placements. Initial meeting discussed WBLE opportunities available through a funding opportunity the DOE received featuring customer service, problem solving and digital literacy. (The DOE agreed to identify a teacher to spearhead the pilot and become the “influencer” for the program).
 4. USDOL (12/10/20): Business Engagement Layoff Aversion and Best Practices (Part I and II)
 5. WorkforceGPS (1/21/21): State-Wage-Interchange-System-SWIS-Clearinghouse-New-Member-Training
 6. National Employment Summit (2/5, 2/9, 2/17/21): Accessing Federal Employment; The Future of Work: Private Sector Business
 7. On-going “Train the Trainer” development by ET from Windmills to be completed by ET and other Windmill training attendees.

Upcoming Events:

8. Oahu Branch: Preparation for Virtual Hiring event for NAVSUP (3/21) and other Virtual Hiring Events for PHNSY, DECA, NAVFAC (4th Quarter)
9. Job Club @Kauai HS’s provided by DVR in collaboration with DOE and community partners

Unified State Plan Updates

1. Employment 1st Agreement in progress. Most members of the Employment Network (EN) agree to move forward while other members request a letter from DVR describing why their cooperation is needed or necessary with Hawaii’s USP.
2. DOE Agreement currently in process of additional updates. This agreement was executed in 2019, not 2020 as stated in USP. Meetings have been held with DOE to review Special Education-Vocational Rehabilitation (SE-VR) program services. DVR established a partnering workgroup in November 2020. This workgroup held four meetings in December 2020 to address needed updates to the agreement. In January 2021, four meetings were held with DOE to review Agreement. Ongoing meetings have been scheduled in February 2021.
3. DD Waiver MOU in progress. Currently need to incorporate the provision for shared expenses. Two CRPs have agreed to participate in a pilot project to test what was outlined in the draft.
4. UH MOA review conducted in 2020 with updates pending due to COVID-19 related delays.
5. SWIS Agreement signed by DVR, September 2020.
6. Partnership Plus Agreement currently under review at Attorney General’s office for final disposition.
7. DVR in discussion with San Diego State University to complete Comprehensive Statewide Needs Assessment for 2018-2020.
8. Consumer Satisfaction Survey draft completed in December 2020 pending finalization.
9. DVR and AJCH partnership on-going through the establishment of AJCH MOUs and IFAs per county.
10. See attachment 2, **Employer Engagement for SFY 2020.**

DVR Report to the
Workforce Development Council
February 11, 2021

Success Stories on DVR's Impact

1. Christi and Michael successful employment through DVR-Employer-Partner Collaboration

In addition to working with participants, DVR also serves the local business community and other workplace partners. For example, DVR has a strong partnership with NAVSup (a federal employer). Employers, like NAVSup, will call the DVR Employment Specialist when they have a job opening. DVR Employment Specialists work with VRS counselors to match participants with the position according to the individual's employment goals. As a result of this partnership, DVR has successfully placed participants like Christi and Michael. These participant's stories illustrate the positive outcomes that have resulted from the collaborative efforts of DVR counselors, employment specialists, and community and employer partners. Both Christi and Michael were recognized by their employer for their outstanding work and contributions to their teams. See attached success stories. See attachment 3 and 4.

2. Aubrey obtains stable employment through opportunities provided by DVR services and collaboration with schools

DVR has also had success with assisting students with disabilities to obtain competitive integrated employment. Aubrey was referred by Kalani High School to participate in Work Readiness training and Evaluation and Training classes through Abilities Unlimited, one of DVR's contracted community service providers. Upon successful completion of these classes, Aubrey participated in a summer youth employment program and was placed in a workplace learning experience with the Department of Defense through our partnership with DLIR's Workforce Development Division. Her supervisor was so impressed with her that she recommended her for employment with the State attorney general's office where she was hired as an office assistant and has maintained employment for the past two and a half years.

SRC 2020 Annual Report: DVR Highlights

DVR PERFORMANCE STATISTICS

DVR FFY20	TOTAL
Total Vocational Rehabilitation (VR) cases	3075
Total Potentially Eligible (PE) cases	821
Total number served	3896

DISABILITY STATUS	TOTAL	PERCENTAGE
Most Significantly Disabled	2040	66%
Significantly Disabled	908	30%
Non-Significantly Disabled	57	2%
Not Completed	70	2%
Total VR Served	3075	100%

DVR FFY20	TOTAL
Applications	420
Determined Eligible	369
New Individualized Plans Developed	434
Job Ready Participants	96
Employed Participants	147
Successful Rehabs for Participants	58

FY 2020 HDVR PROGRAM ACHIEVEMENTS

- Hawaii Division of Vocational Rehabilitation (HDVR) has sustained essential services for individuals with disabilities seeking vocational rehabilitation services and/or independent living supports during the COVID-19 pandemic.
- HDVR staff have adapted services to address individualized vocational rehabilitation needs remotely, and as necessary, meeting face-to-face with safety precautions in place during the pandemic.
- HDVR staff have been tasked with continuing to provide essential services timely and creatively adapting to participants access and capability to meeting remotely.
- The HDVR staff was able to provide the full range of VR services that included the application process, intake interview, eligibility determination, creating an employment plan, and assistance with job placement amidst the pandemic. Many of the HDVR participants were fortunate to maintain or obtain employment during this time with the support from HDVR staff.
- HDVR has cleared 605 individuals from the Category 1 Most Significantly Disabled (MSD) Order of Selection (OOS) deferred list between October 1, 2019 – September 30, 2020 (FFY20). Once the total costs associated with the planned services required to obtain identified vocational goals have been reviewed, along with staffing vacancies and caseload assignments, HDVR will begin planning timeline for eligible individuals with disabilities in the Category 2 (SD), and Category 3 (NSD) to be removed from the OOS deferred list. HDVR continued to work with our

community partners and stakeholders, including the American Job Center to provide referrals for other government services while these eligible individuals are on the OOS deferred list.

- HDVR annually runs a Summer Youth Employment Program as one of the 5 Pre-Employment Transition Services (PreETS), but this year has presented very unusual circumstances with COVID-19. Despite this challenge, HDVR and community partners have continued to collaborate with creating alternative virtual learning opportunities for participants to continue their PreETS career exploration.
 - On Oahu, Abilities Unlimited, Lanakila Pacific, and Network Enterprises conducted live virtual classes focused on furthering professional soft skill development activities, and vocational interest exploration activities. Abilities Unlimited placed students as interns with organizations that lost volunteers because of COVID-19 concerns, like the Institute for Human Services for participants to gain work-based experiences. This unique strategy was featured on Hawaii News Now by Jim Mendoza on June 30, 2020.
 - <https://www.hawaiinewsnow.com/2020/06/30/prepare-students-with-disabilities-workforce-nonprofit-turns-online-learning/>
 - Neighbor island communities have continued to experience challenges as many of the families do not have the necessary resources to actively participate, and participants have concerns about their health and safety with risk of exposure to COVID-19 in public settings. HDVR has requested laptops and internet resources to address these challenges and support career exploration activities.
 - As HDVR prepared to re-engage with students for the 2020-2021 school year, service delivery was aligned with DOE, and both agencies collaborated to ensure DVR's program services were being integrated with DOE's remote and face-to-face schedules. HDVR anticipated having to offer more virtual class experiences and planned accordingly.
- HDVR collaborated with community providers contracted by the Social Security Administration (SSA) to form the Partnership Plus MOU to reinforce job retention for SSA ticket holders (SSDI beneficiaries returning to work). The MOU sent to the AG's office for review and recommendations is still pending completion, whereupon implementation, this MOU will support individuals with most significant disabilities to return to work and retain employment with long-term supports provided by the SSA Employer Network of providers statewide.
- HDVR implemented a communications plan that includes maintaining agendas and minutes from management meetings to be shared with front line direct-service staff, an email protocol for alignment with DHS practices, quarterly reviews of staff development and training plans, and updates to existing policies and procedures, posting Internal Communications Forms (ICF) on procedures using secure internal HDVR drives statewide for all staff to remotely access, and monthly management reporting to integrate quality assurance and track progress on existing Division initiatives.
- HDVR as the designated state entity (DSE), has collaborating with the Statewide Independent Living Council (SILC), Centers for Independent Living (CILs), and community providers to advocate for additional funding for our community's needs given our high unemployment rates, cost of living, and high rates of homelessness.
- HDVR Ho'opono Services for the Blind/Visually Impaired Older Individuals who are Blind (OIB) program served over 200 individuals 55 and over with blindness or severe vision loss throughout the State supporting their access to community resources and strengthening their skills for self-sufficiency.

- HDVR Ho'opono Services for the Blind/Visually Impaired Older Individuals who are Blind (OIB) program collaborated with Lanakila Pacific, in partnership with several community organizations on Oahu and received a generous grant from the Hawaii Public Health Institute. The project, entitled EMSP-SPD (Expanded Meal Service Plus for Seniors & Persons with Disabilities) was conducted through November 2020. The grant provided meals and wraparound services for up to 254 vulnerable seniors and/or persons with disabilities.
- HDVR Ho'opono Services for the Blind/Visually Impaired collaborated with the American Job Center on hiring a new City/County of Honolulu Residential Counselor who will support Hoopono's New Visions Program.
- HDVR Ho'opono Services for the Blind/Visually Impaired Ho'opono conducted the annual White Cane Walk in October 2019 to highlight its significance of independence for individuals who are blind/visually impaired residents statewide.
- HDVR's contracted provider, Assisted Technology Resource Center of Hawaii (ATRC), served approximately 1,500 individuals with assistive technology education, device demonstrations, loans, and public trainings during the pandemic utilizing technology to reinforce and strengthen independent living skills.
- HDVR's contracted provider, Comprehensive Services Center (CSC), supports individuals who are hard of hearing, deaf, or deaf-blind and during the pandemic has served 70 to 100 people each quarter of FFY20 statewide, in addition to having 450 participants attend workshops, classes, events, tutoring, and camp; 70 of these participants included VR clients. The CSC averaged 88 visitors monthly, and served 134 consumers during 1:1 appointments, assisting individuals with understanding mail they received and follow up required, calling and making appointments, tech support, job searches, etc.
- HDVR's contract vendors have submitted Continuity of Operations Plans (COOP) during the pandemic to ensure services are sustained for individuals with disabilities while safeguards are in place to protect staff and community members.
- HDVR leadership is working with community partners, providers, participants, employers, and staff in the development of our re-opening plans to ensure HDVR are inclusive and flexible in our approach and integration of best practices for social distancing or addressing limitations on remote accessibility.

BUSINESS ENGAGEMENT

- HDVR continues to work on strategies and activities with our workforce partners to provide solutions to business needs in our community. Several job fairs for both adult and youth/students with disabilities were held remotely with collaboration across community workforce partners based on employer demand. In addition to job fairs, other initiatives are taking place to fill workforce shortages in both the public and government sectors.
- HDVR and the community partners are discussing ways to promote awareness during October annually, the National Disability Employment Awareness Month (NDEAM), for stakeholders to be engaged and informed about employment opportunities in Hawaii's workforce.
- HDVR staff worked with Developmental Disabilities Council and the Governor's office as part of the National Governor's Association in reviewing and updating legislation for

employment of persons with disabilities in Government.

- HDVR Employment Service Specialists (ESS) provided multiple VR presentations to employers and employer groups about the opportunities associated with an integrated workforce.
- HDVR ESS collaborated on the distribution of information about the disability employment webpage where two examples of resources available are the Job Accommodation Network (JAN) and the Employer Assistance and Resource Network on Disability Inclusion (EARN).
- Hawaii Employment First Taskforce (HEFT) worked on the Governor's Proclamation inviting input from policy makers, business leaders, disability employment advocates, private agencies, self-advocates, and parents.
- HDVR staff and community partners participated in staff development activities for business engagement, including the WINDMILLS training, a Train-the-Trainer: Certificate Program sponsored by Council of State Administrators Vocational Rehabilitation (CSAVR), National Employment Team (NET), and Milt Wright & Associates, Inc. The 4-part WINDMILLS training series specifically focused on business engagement that empowers and equips employment professionals to strengthen business partnerships and support businesses with having a more inclusive culture and integration of individuals with disabilities in their workplace.
- HDVR is in the planning process to launch TapAbility. TAP (Talent Acquisition Portal), an online system which includes both a national talent pool of Vocational Rehabilitation (VR) candidates looking for employment and a job posting system for businesses looking to hire individuals with disabilities.
- Economic Development Alliance Hawaii have two programs - Kupu Aina Corps and Aloha Connects Innovation for youth and displaced workers. HDVR is in the process of sharing updates on these resources statewide through ESS, and Maui and Hawaii Branch Administrators or their designees. The links to the two programs are:
 - <https://www.edahawaii.org/aloha-connects-home>
 - <https://www.kupuhawaii.org/programs/>
- HDVR ESS also provided staff with updates on the Hawaii is Hiring website to support participant's employment goals:
 - <https://www.hawaiiishiring.com/>

HDVR Employer Engagement Report SFY 20

Employer Information and Support Services

- Assisted business in Job Analysis and Task Analysis: Nakoa Enterprises, Kleenco Janitorial, ServiceMaster by Kleidosty, Pac Med which resulted in customized employment placements
- Assistance with Disability Law – Hiring persons with disability – Queen’s Medical Center
- Disability Awareness Training – Disability: IN, Dept. of Transportation
- Consultation with business regarding the provision of accommodations
- ESS provided business with job coaching: Nakoa Enterprises
- Presentation to business regarding VR services and services to business: Queen’s Medical Center, HECO, Disability: IN, Department of Transportation

Workforce Recruitment Assistance

- Assisted business with pre-screening qualified candidates with disabilities for specific jobs: NAVSUP, CVS, Versatility Resource, HI Cares, Oahu Economic Development Board
- Organized and participated in the Business Forum and Reverse Job Fair at the Hawaii State Capitol.
 - Business to Business Presentations on hiring and supporting persons with disabilities in the workplace
 - Legislative Support for Employment for Persons with Disabilities Initiatives
 - Reverse Job Fair for Students with Disabilities from the following high schools: Waipahu, Campbell, Aiea, Pearl City, Kapolei, Mililani, Leilehua, Kalani, Kaiser, Kaimuki, Roosevelt, and McKinley
- Participated in job fairs and hiring events in collaboration with One-Stop Partners: Southwest Airlines, Unisea, Crossmark, HMS Host, PCI, Sodexo, Census 2020, TSA, Jack in the Box. Targeted employer hiring event held for NAVSUP at DVR/Oahu.
- Employment Team attended numerous virtual job fairs hosted by the Chamber of Commerce – Hawaii is Hiring, and other workforce groups to do labor market research, network and learn how DVR could conduct a virtual hiring event.
- Consulted with business related to recruitment of individuals with disabilities: HDVR is engaging with TapAbility an electronic job board specifically targeted to individuals with disabilities. Connected with business currently on the portal: Sodexo, CVS, Home Depot, Amazon (local) Federal and private job openings located across the nation for persons who are willing to relocate.

Engaged in Strategic Planning/Economic Development

- Meeting with business to discuss how VR agencies may assist in finding candidates to meet their business needs and industry trends.
- VR ET are members of Disability: IN, SHRM, Workforce Board (State and Local) Employer Engagement and Sector Strategies committees, and members of the National Employment Team (NET).

HDVR Employer Engagement Report SFY 20**Accessing Untapped Labor Pools**

- Consultation with DHRD and Representative John Mizuno regarding the State of Hawaii Selective Placement program to update and expand to include promotional opportunities after one year of service meeting or exceeding expectations in an exempt position.

Training Services

HDVR utilizes comparable services and benefits whenever available by partnering with various programs that provide services that are relevant to those on a DVR Individualized Plan for Employment. Some of the partnerships include training services received from Title I, II and III WIOA and community partners which include Youth Build, Job Corps, Alu Like, University of Hawaii System, Community College Continuing Education Programs, DOE Adult Education, DLIR – Workforce Development Division, Disabled Veteran’s Outreach Program.

Other

1. Windmills Certification – Train the Trainer completed and strategies under development to implement training for business and community partners on disability awareness and inclusion to follow in 2021.



Scott Hedrick, Michael Courto, Mona Yamada



Guy Hagi, Michael Courto, Kim Gennaula

It was a blessing to find Vocational Rehabilitation & all the awesome people there that believed in me, the spirit will continue to touch them. The amazing part of this journey is if you have Faith, work hard & never give up on yourself, somehow things do fall into place for you.

Every day is a Challenge, but with Faith, Hope, Love, Vision & Courage, Miracles do & will happen!!

I have learned to accept myself for who I am and do the best I can each day with Gods help. As long as I keep the faith and have great people like you and God in my circle, everything will be ok.

DVR, Mahalo for your "Outstanding Work" and giving me a second, even third chance with your program. For your continued support & never giving up on me. Keep up the Great work for The Communities across this Great State of Hawaii. I was thinking this morning and wanted to ask you how I can give back to the DVR program?

Mahalo and God Bless You All!

Michael Anthony Courto

Michael came to DVR with hopes of receiving services, a job with competitive wages, job security and the opportunity to learn and advance. After completing his personalized VR services and HOALA class, he began his job search, fully prepared.

He attended a Federal Recruitment Fair at DVR & was hired by the Dept. of the Navy, NAVSUP Fleet Logistics Ctr., PH. Accepting a Mail Clerk position, he began his career with the Federal Government. This was the beginning of what he had hoped for.

In 2018, now equipped with more skills, knowledge and experience, he advanced to a GS-9, Supply and Mail Specialist position for the Dept. of the Navy, NAVFAC.

Due to his hard work, dedication and great work ethics he was chosen among his colleague's and awarded Employee of the Year, Employee of the Quarter (3x) and numerous cash awards. Recently, the Honolulu-Pacific Federal Executive Board awarded him "Outstanding Community Service" and the "Outstanding Clerical and Assistant Award."



Daniele Haili, Scott Hedrick, Christi Tacadena, Capt. Morgan, James (Monty) Montgomery

Dear Vocational Rehabilitation,

I began DVR services in 2015 & was not sure what to expect. I started with a class where I was able to learn about job skills, and most importantly, how to have confidence within myself. Because of DVR, I was able to fulfill my goal of obtaining a lifelong career as an Office Clerk in 2017 working for such an amazing organization, NAVSUP!

I'm doing great! I LOVE my job and all the people that I work with. I'm learning a lot that continues to help me grow & succeed in my clerical position. I'm currently working on reviewing documents, coordinating shipments & customer service. Everyone at JPPSO is very kind & very, very helpful. I am very happy that I'm working for & with such great people! I am forever grateful for this wonderful opportunity!

I want to share this photo with you & say that this is where your hard work, dedication & all that you do for clients such as myself, pays off. I received the Employee of The Quarter award in 2019. THANK YOU for what you do. I'm extremely grateful for you, know my heart is extremely grateful for DVR and I'm extremely grateful for EVERYONE at NAVSUP Fleet Logistics Center, Pearl Harbor that has had a hand in where I am at today. I ask you, how can I return the favor to DVR? I'd like to possibly share my story with those that come through the Division of Vocational Rehabilitation.

Thank you again! Christi Tacadena

DVR partners with outstanding employers such as NAVSUP, Fleet Logistics Center to connect clients to meaningful jobs and career opportunities.