

1. Status of HDVR Order of Selection

Order of Selection Implemented: October 2017

Started removing Priority Category 1, MSD: July 2019

In an OOS, individuals with the most significant disabilities are selected first in the provision of VR services. As of 6/10/21, HDVR has taken a total of 936 individuals off the delayed services list from Priority Category 1 - Most Significantly Disabled (MSD) with 135 removed between the period January 1, 2021 – June 8, 2021.

Total remaining on the OOS Deferred List (as of 6/10/21)

OOS by County	MSD	SD	NSD	FFY Total
Oahu	5	225	25	260
Hawaii	0	130	6	134
Maui	0	67	0	68
Kauai	0	42	0	39
Total	5	464	31	501

HDVR is working on updates to procedures with timelines for eligible individuals with disabilities for Priority Category 1 (MSD), Category 2 – (SD), and Category 3 (NSD) to be removed from the OOS deferred list. An analysis of the total costs associated with the planned services required to obtain identified vocational goals for existing and new IPEs, along with anticipated State budget reductions, Governor’s hiring freeze for staff vacancies, caseload assignments, and closure rates will be used to determine the timelines for removing eligible individuals from the deferred list monthly.

Current Unified State Plan Measures Data

PY 2021 (July 1 – June 10, 2021)

Supported Employment: Individualized Plans for Employment (IPE)	
Youth	197
Adults	114
Total	311

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).

Qtr. 3 (January – March 2021)

Service E (transitional work in preparation for attaining career goals)	
Total Participants in Service E	8
Average Wage	\$17.48
Average Hours Worked Weekly	25.6

Closed Rehab (Employment outcome at exit)	7
Average Wage/hour	\$10.66
Average Hours Worked Weekly	28.8

Qtr. 4 (April – June 10, 2021)

Service E (transitional work in preparation for career goals)	
Total Participants in Service E	5
Average Wage/hour	\$11.15
Average Hours Worked Weekly	20.6
Closed Rehab (Employment outcome at exit)	
Average Wage/hour	\$17.33
Average Hours Worked Weekly	32

Cumulative (July 1, 2020 - June 10, 2021)

Service E (transitional work in preparation for career goals)	
Total Participants in Service E	42
Average Wage/hour	\$15.05
Average Hours Worked Weekly	21.6
Closed Rehab (Employment outcome at exit)	
Average Wage/hour	\$15.75
Average Hours Worked Weekly	30.8

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 unemployment rates. DVR has identified the need to expand employer engagement activities in collaboration with community partners. HDVR’s Employment Team has increased and developed new business outreach and education activities to improve opportunities for employment of participants (see Employer Engagement Activities – Business Highlight, Virtual Recruitment, Presentations/Outreach information below).

Employer Engagement Activities

DVR participated in the following Employer Engagement Activities:

1. Employer Information and Support Services

- A. Job Analysis or Job Accommodations: CVS, VersAbility Resources, Sodexo, Hawaiian Humane Society, Easter Seals Hawaii, Mana UP Hawaii, Bikeshare Hawaii, NAVSUP, DeCA, University Health, HECO. Walmart Kunia
- B. Presentation to business regarding VR services and services to business: Walmart Kunia (in person, Walmart Kauai (virtual). Upcoming in June: US Pacific Fleet (with Commander).

- C. Ongoing collaboration with the AJCH – job leads and referrals, recruitment events, interview and follow up for clients. AJCH Veteran program: Representative job shadowed ESS to learn job development with new employer. ESS assisted with referrals, job orders, did prescreen and send (Veteran) job candidate to employer.

2. Workforce Recruitment Assistance

- A. Continue to assist business with pre-screening qualified candidates with disabilities for specific jobs: NAVSUP, Walmart, CVS, Mana Up,
- B. Targeted virtual recruitment event for Walmart scheduled on 6/23/21 with Walmart Kunia and Walmart Kauai. ET's attendance, research and learning throughout the pandemic has culminated in this first HDVR sponsored event.
- C. Job Fairs/Virtual Recruitment Events: Mana Up Virtual Job Fair May 2021. May recruitment with DOD Commissary was cancelled due to lack of referrals. Sent one application directly and job candidate was hired. Continue to work with PHNSY to plan virtual recruitment- security issues need to be resolved.
- D. Continue to consult with business related to recruitment of individuals with disabilities: HDVR is engaged with TapAbiity, an electronic job board specifically targeted to individuals with disabilities. Connecting with businesses currently on this Talent Acquisition Portal: Sodexo, Amazon, Federal - Department of Transportation, Federal Aviation Administration and Internal Revenue Service.

3. Engagement in Strategic Planning/Economic Development

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

4. Accessing Untapped Labor Pools

- A. Meeting with Business through the Disability: IN to promote employment of individuals with disabilities.
- B. Outreach Activities
 - 1. Establishing a partnership with the Waipahu HS Career Academy students with disabilities.
 - 2. Collaboration with AJCH Youth Services to coordinate internships and work based learning experiences for students and youth with disabilities.
 - 3. Collaboration with AJCH Veteran's programs for job development and placement activities for Veteran's with disabilities.

5. Training Services

- A. 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 for HDVR participants. 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.

6. Other

- A. HDVR Employment Team (ET) has launched “Business Highlights” – a monthly event for HDVR Staff and AJCH staff that focuses on a Business in our Community. HDVR’s ET has established relationships with these businesses and facilitate pre-screening to ensure applicants meet minimum job requirements, schedule interviews, assist with the hiring process, accommodations at the workplace (if needed), and ongoing support. Since April 2021, the following Business’ have provided information on their hiring needs:
 - 1. Department of Education – Teacher Recruitment
 - 2. Hawaii Teacher Standards Board
 - 3. Walmart
 - 4. CVS
 - 5. Upcoming Business Highlights by Sector: Apprenticeships (various), Healthcare, Construction, Hotel, Service, Technology
- B. HDVR presented an overview of Vocational Rehabilitation Services and Disability Awareness training to the Workforce Development Council, Business Engagement Committee in May 2021.
- C. HDVR presented to the Leadership in Disabilities & Achievement of Hawai`i (LDAH). LDAH is statewide group established to provide support to parents – many who are seeking ways to work with the DOE and other agencies involved in their child’s development.
- D. HDVR Employment Specialist scheduled JAWS/ZoomText training at the AJCH for partners and collaborated with AJCH staff to work with a job candidate who is blind.
- E. Employment Specialist from HDVR Kauai Branch completed the RSA Funded Rehabilitation Training on Employer Engagement which was a national cohort of VR Business specialists that covered: Foundations, strategies, and practices of employer engagement, ethical considerations, and emerging and best practices. This was a successful pilot that is now launching into a national training program.
- F. 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).

Unified State Plan Updates

- 1. Employment 1st Agreement in progress. A workgroup was established to review and update the Cooperative Agreement that ends in October 2021.
- 2. DOE Agreement still in process of additional updates. Meetings have been held with DOE to review Special Education-Vocational Rehabilitation (SE-VR) program services.

DVR established a partnering workgroup in November 2020. In January and February 2021, ongoing meetings were held with DOE to review Agreement.

3. HDVR and DDD MOU: HDVR and DDD are receiving technical assistance from the State Employment Leadership Network on the draft MOU.
4. Partnership Plus MOU currently under review at Attorney General's office for final disposition.
5. DVR in discussion with San Diego State University to complete Comprehensive Statewide Needs Assessment for 2018-2020.
6. Consumer Satisfaction Survey draft completed in December 2020 pending finalization.
7. DVR and AJCH partnership on-going through the establishment of AJCH MOUs and IFAs per county.

Maui Island Success Story

Maui Kuia Estate Chocolate

<https://mauichocolate.com/>

HDVR Participant first came to DVR as a high school participant. Attending Maui High School, and participated in various work experiences through the Special Education Vocational Rehabilitation (SE-VR) Program.

Prior to COVID-19 Pandemic this participant worked at Maui Kuia Estate Chocolate through SE-VR packing chocolates for retail distribution. Since March 2020 due to restrictions faced by businesses and the educational system the individual's work experience was temporarily halted. In February 2021 the participant exited the Department of Education as she had reached the age of 22.

Maui Kuia Estate Chocolate is anticipating this individual's return through a work experience for 6 weeks and anticipates there will be an opportunity to directly hire her immediately after the training is completed. During this work experience she will be provided job coaching services through DVR's supported employment contract with Ka Lima O Maui.

DVR has assisted this participant with attaining her birth certificate through the State of California, Santa Ana County and well as her Social Security Card and State of Hawaii Identification Card. Upon the employer's request DVR will be assisting her with scheduling and transportation to attain her COVID-19 vaccinations and TB tests. HDVR anticipates this participant starting her work experience in July 2021 with her attaining employment with Maui Kuia Estate Chocolate by September 2021.

Lisa Foth, VP and General Manager of Maui Kuia Estate Chocolate says this is all about serving the community as she partners with the Division of Vocational Rehabilitation, the Department of Education, and Community-Based Rehabilitation Provider, Ka Lima O Maui to support workforce development in the community.

