

May 2022 DVR Report for Workforce Development Council

Workforce Parity for VR Candidates in Hawaii's Workforce

<p>The following data for PY21, Q3 (Jan – Mar 2022) based on projections for this period are pending final review. Note: PY 21, Q3 DVR RSA-911 report is due to RSA on May 15, 2022. HDVR is reviewing the data report/extract for Quarter 3 to ensure accurate reporting, along with implementing identified systems improvements.</p>	
<p>PY 21 Q3 (1/1/2022 – 3/31/2022)</p>	
Measure	Quarterly Total
Participants served (VR)	2,379
Participants exited	59
Successful Rehabs* highest hourly wage: \$20.00 (office and administrative support worker) highest hours per week: 40	8
Career Services - Participants Services include VR Counseling, Supported Employment Services, Benefits Counseling, Job Search, Job Placement Assistance	1,587
Career Service funds expended	\$15,922
Training Services – participants served Training Services include: Graduate School, Four Year College, Junior College, Occupational and Vocational Training, On-the-Job Training, Basic Academic Training, Job Readiness Training, Disability Related Training	235
Training Services funds expended	\$235,299
Service E placement – transitional work-based learning experiences (7/1/21-3/31/22)	Q1 Jul-Sep 2021: 18 Q2 Oct-Dec 2021: 8 Q3 Jan – Mar 2022: 9
VR participants currently with identified education/training services leading to a Measurable Skills Gain (MSG)	Q3: 281

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Total MSG's earned	41 (7/1/21 – 3/31/2022) Q3: 6
MSG Rate**	14.6%
Participants with Supported Employment Goal	332
Total # of Students with Disabilities (SWD) accessing VR	Q3:1,033
Total # of SWD receiving VR Pre-Employment Transition Services (Pre-ETS)	Q3 Jan – Mar 2022: 1,009
Total # of Pre-ETS SWD who applied for VR services Note: DVR continues to work with DOE to increase the # of students who apply for VR services to support achievement of employment through work-based learning experiences or further educational goals.	Q3 Jan – Mar 2022: 379
WIOA Program Involvement (3rd Quarter PY 21): Note: HDVR is currently re-evaluating the WIOA program involvement criteria and seeking technical assistance with VR TAC QM for dually enrolled participants to be reported.	

* Number of hours working at exit range between 10-40 hours per week. Wage per hour rates range between \$10.10-\$20.00. Placements are inclusive of the following occupations: Office and Administrative Support Workers, Office Clerk, Landscaping and Groundskeeping, Customer Service Representatives, Laundry and Dry Cleaning, and Crossing Guards.

**Lower number may be attributed to the timing of this report as the total represents Quarters 1-3 for PY21 ytd, with cumulative total projected by 6/30/2022 to be at or above 21% as per Hawaii Unified State Plan negotiated rates. HDVR's MSG rate attained in PY 2020 was 30.2%, 16.9% increase over PY19, and 10.2% over the federally negotiated rate of 20% for PY 2020.

Agency Updates:

1. HDVR completed 1st round of modifications to Unified State Plan in March 2022 and federal requested updates on April 28, 2022 and May 11, 2022.
2. HDVR completed negotiations with RSA on April 20, 2022. Below are the agreed upon negotiated rates for WIOA Performance Reporting in PYS 22-23, excluding Other Measures that Matter:

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Indicator	PY 2022 Negotiated Level	PY 2023 Negotiated Level
Employment (Second Quarter After Exit)	33%	37%
Employment (Fourth Quarter After Exit)	37.5%	39.5%
Median Earnings (Second Quarter After Exit)	\$4,400	\$4,500
Credential Attainment Rate	20%	22%
Measurable Skill Gains	35%	36%

3. DVR completed RSA Corrective Action Plan (CAP) reporting on 4/30/2022.
 - DVR entered into an Intensive Technical Assistance Agreement (ITAA) on April 6, 2022, with VR TAC-QM for assistance with resolving RSA CAP findings and other program and process improvements.

4. DVR hosted a Transition meeting on collaboration among stakeholders serving students with disabilities (SWD), during February 2022. These Transition meetings are held quarterly with staff from the Department of Education (DOE), the Department of Health (DOH) Developmental Disabilities Division (DDD), Developmental Disabilities Council (DDC), and UH Center for Disability Studies (CDS). These focus of these meetings are to exchange information and share opportunities to streamline and collaborate on service delivery. The focus of this recent quarterly meeting was to provide information on community resources related to independent living, employment, and training opportunities through our Community Rehabilitation Programs as students transition from school to work, and introduction of a Family Engagement Transition Toolkit.

5. Updates from our Ho'opono Services for the Blind Branch:
 - Ho'opono has a New Visions Program that delivers a required curriculum of effective blindness skills, methods and techniques leading to increased self-confidence, empowerment, and competitive employment. Generally, students are enrolled in program classes that run approximately 12 months. Throughout the pandemic, our New Visions teachers conducted virtual classes via Zoom and telephone to teach adults blindness skills to empower them to succeed in higher education and employment. We did have an exception made for cane travel (orientation and mobility) classes, which were taught in person throughout the pandemic. The great news is that in person New Visions classes have resumed! Ho'opono reopened student

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apartments in April and re-started the provision of the residential component of the program so that adults statewide with blindness or visual impairments now have access to a residential place to stay and practice their newly learned skills in a supportive environment while they are in training.

- The Low Vision Clinic has reopened, and we are in the process of scheduling people for eye exams. The Low Vision Clinic optometrist has years of experience in performing examinations and making recommendations for individuals who have minimal residual vision, as to aids and devices which may help them to maximize their residual vision in order to perform every-day life tasks. Very soon, appointments will be available in every county to address statewide needs. Exams are free of charge.

6. Filling DVR staff vacancies has been a challenge:

- currently 38 vacancies agency-wide due in part to
 - ✓ Last Year's Hiring Freeze
 - ✓ Increase in Positions funded by SSA for DVR's Disability Determination Branch
 - ✓ Retirements

7. Order of Selection: Despite our vacancies we have been able to work through our waitlist and have fully opened up priority category one – meaning that persons who apply for our program, are determined eligible, and have the most significant disabilities can move directly into working on an Individualized Plan for Employment. This will allow HDVR to now take individuals off the OOS Priority Category 2 waitlist based on the availability of resources.

- HDVR resolved 1,132 individuals from the Priority Category 1 Order of Selection (OOS) Deferred Services Waitlist between July 1, 2019 – April 13, 2022.
- Priority Category 2: Waitlist anticipated to be resolved in FFY 2022. As of 4/18/2022 Priority Category 2 has 540 individuals remaining on the waitlist and expects to resolve this by September 2022. As of May 9, 2022, 100 individuals of the 540 have been removed from Priority Category 2 waitlist.
- Priority Category 3: Waitlist anticipated to begin to be resolved in FFY2022. There are currently 38 individuals on the Priority Category 3 waitlist.

8. Legislative update: (expected outcomes per HB1600 HD1 SD2 CD1)

- Restored funding for 11 vacancies
- Convert 7 temporary positions to permanent
- Maintain general funds for deaf and hard of hearing community
- Add general funds to ensure that DVR meets MOE requirement

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DVR Workforce Development Updates:

1. Business Highlights meetings hosted by DVR engage employers to highlight their businesses and share job opportunities with DVR staff as well as explore work-based learning experiences for VR participants and SWD. AJC staff statewide have joined these meetings and we have established some great working relationships which have resulted in opportunities for employment, internships, and work-based learning experiences for our participants. The most recent business highlights were with:
 - Nordic PCL Construction, Inc. (General Contractor) – February 2022
 - R.M. Towill Corporation (Engineering Consultant) – February 2022
 - Target – April 2022
2. Partnership Agreements
 - CVS Health– this agreement is in its final stages of execution and DVR expects to have this completed by July 2022.
 - CVS Health Observational Training Agreement - Students will engage in 16 hours total of training through visual observation and verbal instruction only. Trainees will be allowed to “shadow” CVS Health employees in the performance of their duties, but Students will not engage in any hands-on performance of employee tasks.
 - CVS Health Front Store Work Experience Training Agreement – CVS working with DVR staff will identify where within CVS a VR participant will receive hands-on training opportunities.
 - Partnership Plus Agreement – Deputy AG completed review and this too is in final stages of execution. Targeted date of execution by July 2022.
 - DHS/DVR and DOH/DDD MOU – currently being reviewed by DOH and DHS Attorney Generals.
 - Defines the responsibilities and partnership of these State agencies to improve opportunities for competitive integrated employment for individuals with disabilities.
 - Cooperative Agreement (CA) for Hawaii Employment First Task Force Collaboration
 - Vision: Partner agencies align non-duplicative public resources to ensure competitive integrated employment is supported as the maximum priority for partner agencies serving people with disabilities.
 - Desired Outcomes: Clarification of roles and stronger collaboration will lead to an increased number of individuals with significant disabilities
 - Partner agency roles are outlined in the CA
 - Partner agencies:
 - DHS Division of Vocational Rehabilitation (DVR)
 - DOH Developmental Disabilities Division (DDD), Developmental Disabilities Council (DDC), Adult Mental Health Division (AMHD), Child and Adolescent Mental Health Division (CAMD)
 - DOE
 - UH Center on Disability Studies (CDS)

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- MOA with DBEDT
 - DBEDT provided DVR 100 membership/licenses for 100 customers to access FlexJobs online job search services. FlexJobs provides remote work opportunities for unemployed and underemployed persons with disabilities.
 - DVR has assigned 6 of 100 FlexJobs licenses ytd.

DVR continues to Strengthen Workforce Parity for VR Candidates

Our mission is to serve our participants, making them qualified candidates for employment in Hawaii's workforce. ***Staff work as a team so participants can achieve their hopes and aspirations for meaningful employment through timely and individualized vocational rehabilitation services.***

DVR Community Partnerships and Success Stories: (Oahu Branch Activities)

- *Summer Youth Employment Program (SYEP) - Oahu Branch has been working very closely with CRPs and employers in the community. 50 transition-aged youth are participating in a paid work experience.*
- *Youth camp – Collaboration between DVR, CRP, YMCA and Community Businesses to provide workshops and information sessions to 28 transition-age youth.*
- *Partner with Hawaii Youth Correctional Facility (HYCF), Olomana School, and a CRP to provide work opportunities for incarcerated youth to gain work experiences and certificate track workforce training while in HYCF. These experiences and certificates will give the youth the confidence and a better chance at success when they leave HYCF and need to transition into the community and workforce.*
- *Successes from CRP collaboration efforts:*
 - *JA: Began with a CRP as a SYEP referral who was interested in visual arts. Completed the SYEP and placed with a successful graphic designer on-island.*
 - *Jl: Began with CRP as a SYEP referral. Completed classroom training and paid work experience and was hired as a permanent employee.*
 - *IH: Through PWE has become an employee at his worksite giving guided tours for guests.*
- *Several youth (deaf-blind) from DVR Deaf Services Section (DSS) will be attending the Summer Youth Vocational Program at the Helen Keller National Center in New York. They get to meet peers from across the country and these Deaf-blind students with disabilities are prepared for employment and gain confidence to undertake transitions after High School.*
- *5 participants from DVR DSS just completed their 1st year at Gallaudet University in Washington, DC. They will be starting their 2nd year in Fall 2022.*