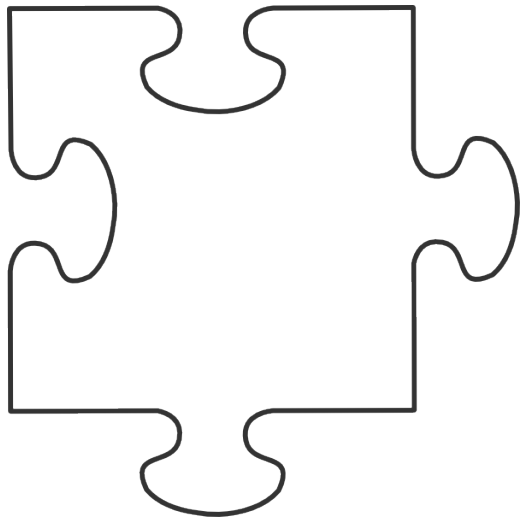


Division of Vocational Rehabilitation

A Piece of the Larger Puzzle



Kurt Barikmo

DVR BUSINESS SERVICES CONSULTANT

November 2019 | WIOA Roundtable



Today's Objectives

- Obtain a clearer picture of DVR as a partner
- Develop deeper awareness about disability and employment
- Learn about the DVR talent pool, incentives, and opportunities
- See DVR as a conduit to enhancing diversity for business
- Explore how to partner with DVR



DVR's Mission

To obtain, maintain, and improve employment for people with disabilities by working with VR consumers, employers and other partners.



WIOA Titles

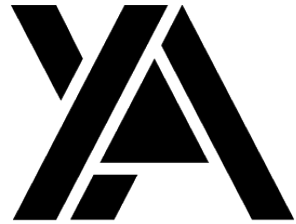
WIOA TITLE	WISCONSIN ADMINISTRATOR
Title I: System Requirements (state and local plans, state and local boards, and performance accountability and Job Center systems)	WI DWD-DET (Division of Employment and Training)
Title I-B: Adult, Dislocated Worker, and Youth Programs	
Title II: Adult Basic Education and English Language Learner Programs	Wisconsin Technical College System (WTCS)
Title III: Wagner-Peyser	WI DWD-DET (Division of Employment and Training)
Title IV: Vocational Rehabilitation Services	WI DWD-DVR (Division of Vocational Rehabilitation)



Workforce Resources & Partners



Universities



SINCE 1991
YOUTH APPRENTICESHIP
WISCONSIN

**Tech
Schools**

HIGH SCHOOLS

DVR

Service Providers



SINCE 1911
APPRENTICESHIP
WISCONSIN

**VETERANS
SERVICES**

**Local
Workforce Development
Boards**



Employers are Struggling to Find Talent

- Wisconsin and the nation as a whole are in a state of near full employment
- Wisconsin's unemployment rate as of September 2019 is **3.2%**, tied with 6 states for 18th lowest in nation
- Wisconsin's labor force participation rate as of September 2019 is **67.2%**, the 11th highest in the nation

- Source : Bureau of Labor Statistics, October 2019



Why is diversity important to business?

- Need creative ways to attract and retain talent and customers for businesses
- A strategy to gain multiple perspectives when creating solutions to business challenges - INNOVATION!
- A strategy to increase employee performance, productivity, and engagement



Disability Facts: Prevalence

- Every 10 minutes, **498** Americans develop a disability
- **One in five people** , 20 percent of the U.S. population, is a person with a disability
- Between 2005 and 2015, the number of individuals with disabilities in the U.S. increased by **2.2 million** , or four percent
- **Twenty million families** in the United States have at least one family member with a disability



The Business Case for Disability Inclusion

- Individuals with disabilities represent one of the largest minority groups in America
- The disability “market space” is significant, and one of the fastest growing markets in the U.S.
- The market controls 490 billion dollars in discretionary spending annually
- This is a very opportune time for business to enhance diversity in this area



DVR: A Resource for Federal Contractors

- Section 503 of the Rehabilitation Act of 1973 prohibits discrimination and requires federal contractors to take affirmative action to employ and advance qualified individuals with disabilities in employment
- The Act outlines a 7% ‘utilization goal’ for the percentage of people with disabilities making up a federal contractor’s workforce
- DVR is the largest source of disability talent in Wisconsin



Disability Inclusion is Changing Business

Your business partners will want to know this!



How does DVR help our customers?

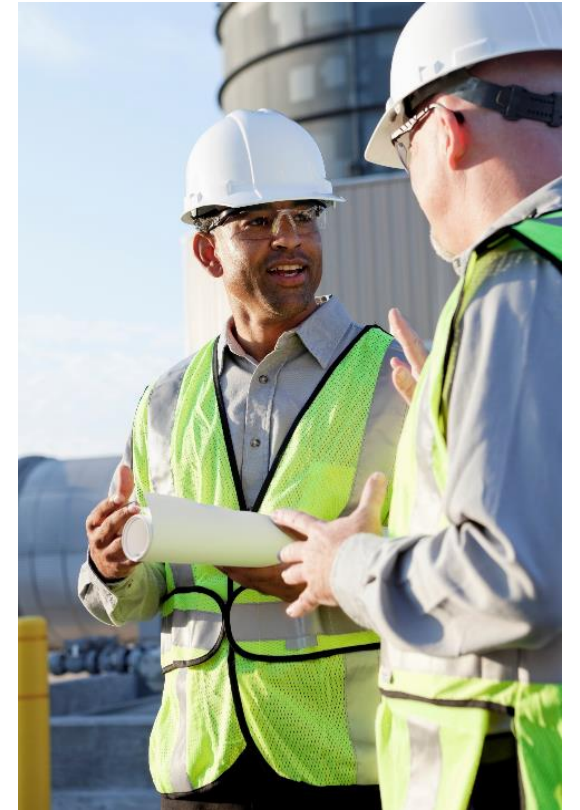
DVR provides access to various supports and services:

- Job Seeker Services
- Business Services
- Partner Services/
Resources



DVR Job Seeker Services

- Career Counseling and Labor Market Information (LMI)
- Skill Development
 - Soft skills and life skills training
 - Occupational Training
- Service/Support Coordination
 - Designed to address potential barriers to successful employment
- Follow Along Services



DVR Business Services

- Provided by DVR's Business Services Consultants (BSCs)
- Local BSCs connect business to the broader Business Services Team and other resources
- Services include:
 - Information and Support Services
 - Workforce Recruitment Assistance
 - Connection to Untapped Labor Pools
 - Training Solutions



Myths and Facts

- People with disabilities are not as productive as employees without a disability

FACT: Individuals with disabilities tend to be evaluated as average to above average on productivity measures

- People with disabilities are more likely to get injured on the job

FACT: Workers with disabilities demonstrated an injury incident rating equal to or better than their non-disabled co-workers

- People with disabilities won't fit in with our work culture

FACT: Employers have reported positive workforce impacts of hiring individuals with disabilities



Myths and Facts (Cont.)

- We don't have any jobs that people with disabilities can do

FACT: Individuals with disabilities enter all occupations and careers

- People with disabilities are more likely to need time away from work

FACT: Employers report individuals with disabilities demonstrate the same or better attendance when compared to non-disabled workforce

- People with disabilities will make customers uncomfortable

FACT: Employers have reported overall positive bottom line impacts when they created a more inclusive workforce



Myths and Facts (Cont.)

- Accommodating disabilities detracts from business priorities and can be costly
 - **FACT:** At least **73%** of all accommodations cost nothing
 - **FACT:** When accommodations do have cost, more than half the time the cost is **less than \$500**
- Today's accommodation is tomorrow's innovation!



Celebrating Success!

Wisconsin Job Honor Awards 2017 Northwest Hardwoods



Outcomes/Impact

- In the last six federal fiscal years, over **25,000** individuals with disabilities achieved employment
- Between 2013 and 2016, DVR reached out to nearly **10,000** unique businesses
- Businesses connected to DVR leveraged direct hire, on-the-job training, and internships to connect to DVR talent
- Many Wisconsin businesses developed customized training pipelines to meet their workforce needs



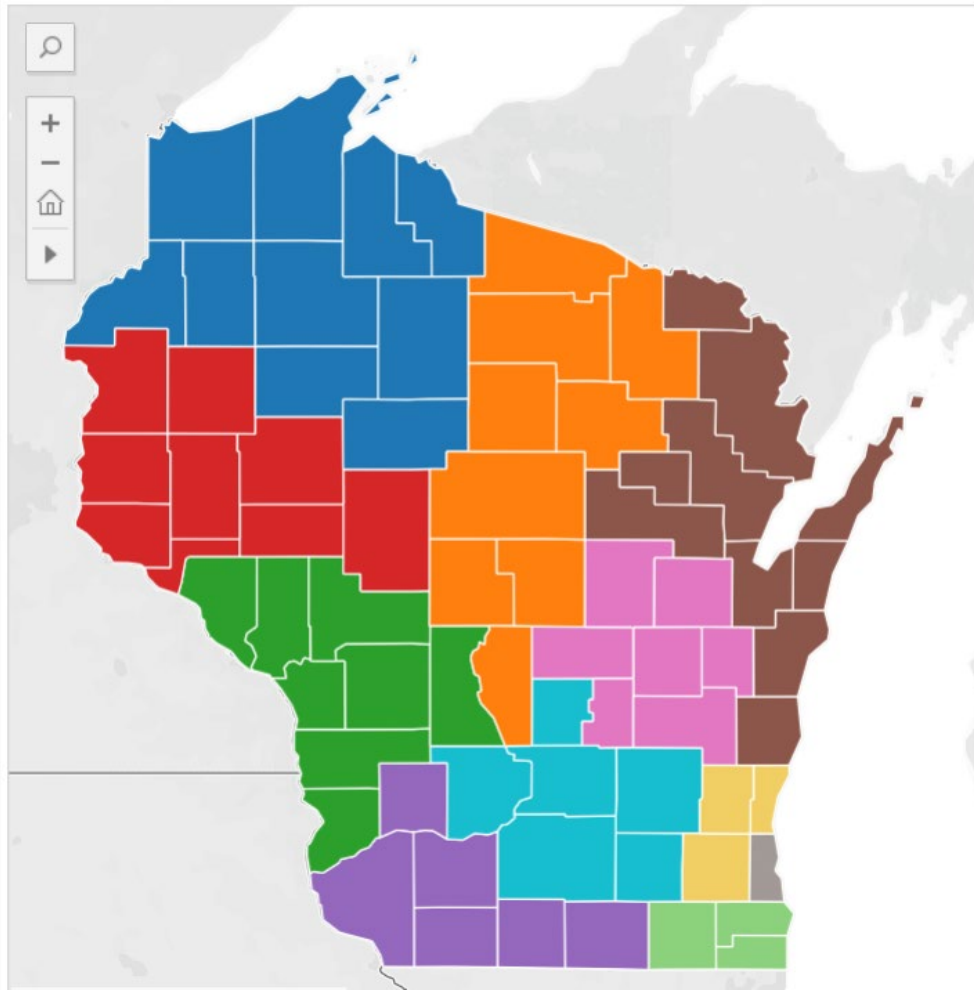
DVR Fills Employer Needs for Talent

**DVR Successful Closures
PY2018
(July 1, 2018 to June 30, 2019)**

Industry Group	Closures
Architecture and Engineering	35
Arts, Design, Entertainment, Sports, and Media	35
Building and Grounds Cleaning and Maintenance	453
Business and Financial Operations	46
Community and Social Service	92
Computer and Mathematical	45
Construction and Extraction	29
Education, Training, and Library	94
Farming, Fishing, and Forestry	20
Food Preparation and Serving Related	598
Healthcare Practitioners and Technical	62
Healthcare Support	93
Installation, Maintenance, and Repair	74
Legal	6
Life, Physical, and Social Science	15
Management	57
Military	1
Office and Administrative Support	717
Personal Care and Service	178
Production	410
Protective Service	41
Sales and Related	252
Transportation and Material Moving	237
Total	3,590



Who is my DVR contact?



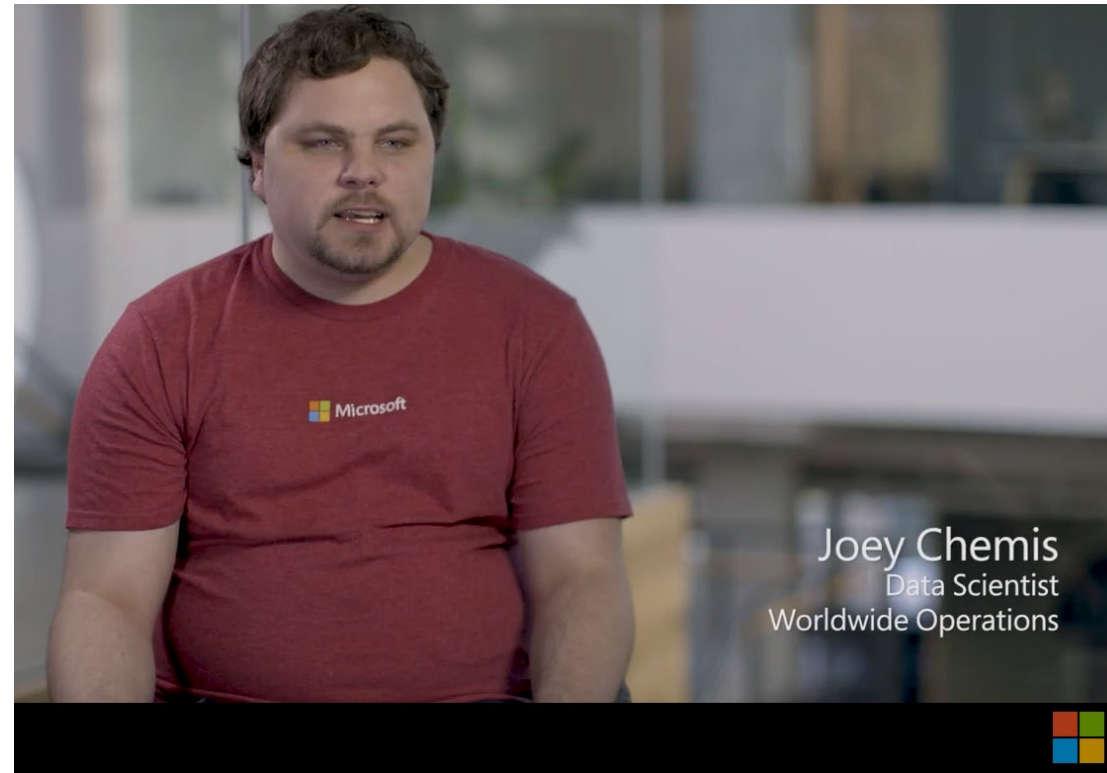
Business Service Consultant (BSC) Map
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An Employer 's Perspective

Microsoft Autism Hiring Program



Summary

- DVR is a unique and valuable piece of the workforce development system
- DVR has a diverse talent pool for every employment sector
- DVR provides solutions for business
- Our collaborative efforts can better meet the needs of our customers
- Reach out to your local DVR Business Services Consultant!



Questions?

On behalf of the Wisconsin
Division of Vocational Rehabilitation,
thank you for your time and attention!



I'm here to help!

Kurt Barikmo

Business Services Consultant

Division of Vocational Rehabilitation

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