Assessment as a Business Engagement Strategy
Adult Intro to IT Class August 5-6

Adults served by DBVI and DARS are welcome to join us and explore IT career options this summer!

IT Academy: August 5-6, 5:30pm-8:30pm
In this 2 day academy, students will be introduced to the fun and fundamentals of IT.

Key Concepts Covered:
• Basic Hardware & Networking
• Software Development & Quality Assurance
• Information/ Cyber Security
• Data Analytics & Business Intelligence

ACADEMY LOCATIONS:
Thomas Nelson Community College
600 Butler Farm Rd
Hampton, VA 23666

Cost: Free! Tuition is sponsored by DBVI and DARS

Who is a good candidate for these academies?
• Must have a high school Diploma or GED as of June 2019
• Must have a 5th grade reading and math level or better
• Basic computer skills overview will be required with application
• Must have reliable transportation
• Must commit to the length of the academy

Questions? Call or Email
Jasmine Sutherlin
757-766-4914
jsutherlin@vcwpeninsula.com

EO Employer/Program
HOW EVALUATORS IDENTIFY A PHYSICALLY CAPABLE WORKFORCE WHILE MEETING ADA GUIDELINES & REGULATIONS

• Establishing a working relationship with the business customer is key. It is important the evaluator identify usable hiring methods that in addition to matching the worker to the job also lowers injury, reduces loss-time costs and improves employee skill development. This can be done through marketing strategies such as direct consultation, educational seminars or relational contacts.

• The evaluator must be able to provide essential services that enables the business customer improve and streamline their hiring process while fostering a more inclusive work pool. The evaluator must be seen as having the expertise that will help the business achieve their goals. Services the evaluator must be able to provide include 1) quantitative job analysis; 2) essential functions factor analysis; 3) assessment means that will identify the matching essential functions of the worker applicant; and 4) knowledge and application of assistive services such as job accommodation, re-engineering and adaption for persons with disability.
The NET:VR Business Services Defined by Business Customers

- Pre-Employment
  - Internships
  - Training
- HR/Staffing
  - Recruitment & Promotion
  - Benefits & Compensation
  - Retention Supports
  - Employee Advisory Services
- Accommodations
  - Work Site Assessment
  - Assistive Technology
- Staff Training
  - Disability Awareness
  - ADA/Employment Laws
- Diversity Programs
- EEOC/Affirmative Action
- Universal Design
- Contracts
- Facilities
- Programs/Services
- Assistive Technology
- Information Technology
- Financial Supports
  - WOTC
  - Barrier Removal
- Legal & Compliance
  - Labor Relations
  - Policy Development
  - Risk Management
- Product Development
- Customer Service
- Marketing & Outreach
Top 5 Requested Services to Business in Michigan (Fiscal Year 19)

- ADA/ Architectural Barrier Evaluation/Consultation
- ADA Accommodation Evaluation/Consultation
- Recruitment
- Retention
- Disability Awareness Training
Business Solutions for Every Budget
If your business is looking for cost effective solutions to workplace concerns, contact our Michigan Rehabilitation Services, Business Network Unit to find out how we can help your business succeed.

TALENT DEVELOPMENT
- No-Cost Recruitment
- Extended Recruitment Beyond the Local Area
- Out of State Recruitment, Talent Acquisition Portal
- Collecting and Screening Resumes
- Pre-employment Assessment Tools
- Job Ready Talent Pool
- Customized Training Needs and Supports
- Paid Internships or Apprenticeships
- Vocational Counselling

CONNECTIONS TO PARTNER ASSETS AND SERVICES
- Cost Effective Solutions
- Company Funding Assistance
- Connections to Michigan Works! and other business solutions providers

ACCOMMODATION SERVICES
- Job Analysis for performance elements and requirements
- Job Restructuring and/or Work Site Adjustment
- Reasonable Accommodations/Ergonomic Intervention
- Assistive Technology and Services
- Strategies for Workers with Physical, Cognitive and/or Behavioral Disabilities

RISK MANAGEMENT/STAFF RETENTION
- Return to Work Strategies
- Job Maintenance Approaches
- Injury Prevention and Wellness Programming
The Needs Assessment: Dual Customer

**Individual**
- Medical
- Psychological
- Social
- Financial
- Legal
- Assistive Technology
- Independent Living
- Education
- Vocational Accommodations

**Business**
- Staff Education
- Job Site Analysis
- Job Match (KSAs)
- Technical Assistance
- A.T./Rehab. Engineering
- Reasonable Accommodation
- Financial Incentives
- Retention Services
- Customer Outreach

*Individual Customer: Vocational Needs Assessment*

*Business Customer: Needs Analysis*
Same Language

- National Employment Team Modules (NET)
  - Translating VR language into Business Engagement language.
  - Introduction and Rationale of the Dual Customer Concept
- Motivational Interviewing Techniques for Businesses
- Business Solutions Professional Training
  - MRS - Business Relations Consultants and OTs participated in Training
  - Understand the Single Point of Contact Relationship and working collaboratively
  - Understand Asset Connection (community/region/state etc.)
## Lean and CPID

<table>
<thead>
<tr>
<th>Lean Technology</th>
<th>Assistive Technology</th>
</tr>
</thead>
<tbody>
<tr>
<td>Improving processes</td>
<td>Improving people</td>
</tr>
<tr>
<td>Organized work area</td>
<td>Universal design</td>
</tr>
<tr>
<td>Reduce Wastes e.g. motion, people</td>
<td>Minimal physical effort</td>
</tr>
<tr>
<td>Standardize work</td>
<td>Foolproof design</td>
</tr>
<tr>
<td>Mistake proof</td>
<td>Flexible use of tools</td>
</tr>
<tr>
<td>Point of Use Storage</td>
<td></td>
</tr>
<tr>
<td>Value is defined by the user</td>
<td></td>
</tr>
</tbody>
</table>
Wouldn’t it be nice if...

We could get manufacturers to:

| Understand the relationship between Lean and Assistive Technology | Be aware of the capabilities of people with disabilities | Seek out potential employees who have disabilities |

Lean Accessibility Program
Lean Accessibility Program

<table>
<thead>
<tr>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Communication &amp; Cultural Awareness</td>
</tr>
<tr>
<td>Information Technology Review</td>
</tr>
<tr>
<td>5S &amp; Workplace Organization</td>
</tr>
<tr>
<td>Standard Work</td>
</tr>
<tr>
<td>Continual Improvement</td>
</tr>
<tr>
<td>Operational Flexibility</td>
</tr>
<tr>
<td>Mistake proofing</td>
</tr>
<tr>
<td>Changeover</td>
</tr>
<tr>
<td>Pull and Balanced Production</td>
</tr>
<tr>
<td>Tax Credits</td>
</tr>
</tbody>
</table>

**Business Inventory Summary**

![Bar chart showing actual and target scores for various categories.](chart.png)
# Dakkota - Door Builder

**Position/Title:** Production Operator  
**Date:** August 25, 2004

<table>
<thead>
<tr>
<th>Activity</th>
<th>Distance</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lifting</td>
<td>Shelf Height 66” above floor</td>
<td>Door up to 20 feet</td>
</tr>
<tr>
<td>Carrying</td>
<td>Dynamic/Static</td>
<td>Door up to 20 feet</td>
</tr>
<tr>
<td>Pushing</td>
<td>Dynamic/Static</td>
<td>Door up to 20 feet</td>
</tr>
<tr>
<td>Pulling</td>
<td>Dynamic/Static</td>
<td>Door up to 20 feet</td>
</tr>
<tr>
<td>Fine Finger</td>
<td>One Hand</td>
<td>Door up to 20 feet</td>
</tr>
<tr>
<td>Handling</td>
<td>Both Hands</td>
<td>Door up to 20 feet</td>
</tr>
<tr>
<td>Materials</td>
<td>One Hand</td>
<td>Door up to 20 feet</td>
</tr>
<tr>
<td>Gripping</td>
<td>One Hand</td>
<td>Door up to 20 feet</td>
</tr>
<tr>
<td>Reaching</td>
<td>Both Hands</td>
<td>Door up to 20 feet</td>
</tr>
<tr>
<td>Standing</td>
<td>Above Shoulder</td>
<td>Door up to 20 feet</td>
</tr>
<tr>
<td>Walking</td>
<td>Below Shoulder</td>
<td>Door up to 20 feet</td>
</tr>
<tr>
<td>Climbing Stairs, Step Ladder</td>
<td>Both Hands</td>
<td>Door up to 20 feet</td>
</tr>
<tr>
<td>Bending or Stooping</td>
<td>Both Hands</td>
<td>Door up to 20 feet</td>
</tr>
<tr>
<td>Crouching</td>
<td>Both Hands</td>
<td>Door up to 20 feet</td>
</tr>
<tr>
<td>Crawling or Kneeling</td>
<td>Both Hands</td>
<td>Door up to 20 feet</td>
</tr>
<tr>
<td>Twisting</td>
<td></td>
<td>Door up to 20 feet</td>
</tr>
</tbody>
</table>

**Description of Task:** Assembling and including fasteners, sound absorber, and check electrical.

**Sensitivity:** None
Physical Demand Analyses included recommendations for plant and office workers - Risk Analysis Report
MCTI Assessments

Match Assessment Results to each Trade Requirements

- Work Keys
- CASAS
- Work Temperaments
- Piney Mountain
- Career Scope
- GATB Pegs
- CompTIA
Did you know...

People with disabilities are a vast untapped labor pool:
Employers struggle to find talent while 1M people with disabilities in Michigan are unemployed. Most have the desire to work and are capable of great contributions to employers.

People with disabilities have lower turnover, higher productivity and lower error rates than other employees.

Exceptional Academy:
- Training people with disabilities for careers in Cybersecurity.
- Leveraging the globally recognized Cisco Cybersecurity curriculum.
- Graduates are Certified Network Associates in Cybersecurity

Dates for Exceptional Academy Information Sessions at the Living and Learning Enrichment Center:
4/23 Tues 6:30p-8:00p
4/29 Mon 6:30p-8:00p
5/5 Sun 3:00p-4:30p
5/13 Mon 6:30p-8:00p
5/19 Sun 3:00p-4:30p

Exceptional Academy is a learning institution presented by the Living and Learning Enrichment Center and Cisco Networking Academy. Our goal is to train adults with disabilities on skills that are in high demand by local companies.

For more information on participating as a potential sponsor, internship provider, and/or employer, please contact David Franco at 773.885.9824 or email dfranco@livingandlearningcenter.org.

If you are interested in applying to participate as a candidate please contact the Living and Learning Enrichment Center at 248.308.3592 or email academy@livingandlearningcenter.org

Exceptional Academy-Northville

Exceptional Academy

Living and Learning Enrichment Center

Transforming Lives in Metro Detroit...... and beyond

Providing employer access to an untapped talent pool of highly skilled individuals prepared for exceptional roles as Cybersecurity Analysts

Ready for HIRE Summer 2020

www.livingandlearningcenter.org
248.308.3592
315 Griswold St. Northville, MI 48167
Community Expansion

C.N.A. Training Programs
• Battle Creek - Calhoun County Medical Care Facility
• Benton Harbor – Kinexus and Royalton Manor
• Detroit (Resource Network)
• Grand Rapids (Michigan Works!)
• Muskegon (Adult Ed)

Manufacturing
• Oceana Food Producers
• Allegan Adult Ed

Culinary
Weatherization - Home Energy Professional Trainings
Apprenticeship springboard