Vocational Assessments and Career Pathways for Individuals with Disabilities

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Objectives

• Learn how and why CPID used hands on assessments in their approach to assist IWD to pursue career pathways.
• Identify ways assessments can be used in career pathways and understand how participants could incorporate them in their work.
• Understand the role of vocational evaluators and how they can help individuals, VR counselors and employers prepare candidates for their career pathways.
• Consider the Lean Accessibility Program as a model to approach businesses and open the discussion for hiring individuals with different abilities.
CPIID and the Need for Assessment

- Skills Gap
- Interest Gap
- Knowledge Gap
Referral needs

What information is really needed?

• Career information
• Academic
• Overview of employer expectations
• Hands on evaluations
Partnerships

- Associations
  - VMA
  - NOVA Tech Counsel
  - VECAP/VEWAA
- Businesses
  - Science Museum
  - Smaller Companies
  - Larger Companies
- In house Partners
  - Assistive Tech
  - Occupational Therapy
  - Bus. Dev. Managers
  - Counselors
  - Placement
- Community Partners
  - Adult Education
  - Workforce Boards
  - Com Coll / Universities
Universal design

Resources
What do you get from a VE?

- Information on the client’s current vocationally relevant levels of social, educational, psychological, and physiological functioning
- Estimation of the individual’s potential for behavior change and skill acquisition
- A snapshot of the clients skills
Types of Vocational Evaluation

- Comprehensive Evaluation
- Lean Accessibility Program
- Academies
- Career Exploration
- Community Based Assessment
- Virtual
Virginia’s Set up

- Wilson Workforce and Rehabilitation Center
- Field Evaluations
- Private Vendors
VE at WWRC

Two Primary Tracks

PreETS experiences for students

Focused Career Exploration and Assessment for Adults
Philosophy of WWRC’s VE Model

Career Exploration through Two Perspectives

Internal

External
How is this done?

- Normed Work Samples and Assessments
- Hands on exploration activities
Project Combining WWRC/Field

• Incorporate elements of the centers model across the state
• Provided options for field evaluators to use in each of the job families
• Provided options of online assessments for WWRC evaluators
CPID and Evaluation

• Academies
  – Need for additional hands on activities for increasing interest and skill gap
  – 1 day – 5 days
  – Adults/High School Students
  – Partnerships
Academies
Academies

- Welding
- 3D printing
- Water filtration
- Health care exploration
- CNC
- Gaming
- Drone
- Robotics
- Manufacturing
- Intro to IT

- Continue with academies
  - Leap into Linux
  - Science Museum Richmond
  - One day Cyber/
  - WWRC / Water Filtration
Virtual Assessments

Virtual Vocational Evaluations
  Interest Inventories
  Academic Assessments
  Aptitude Assessments
  Other options
Ethical Considerations

- Ethical implications
- Getting people set up prior to the assessment
- Video needs
- Issues with tech
- Social - economic impact
- What we lose in the context
What is Lean

• Lean is a management philosophy based on a system of tightly-coupled practices organized to deliver value with the lowest possible amount of waste.
Lean and CPID

Lean Technology
- Improving processes
- Organized work area
- Reduce Wastes e.g motion, people
- Standardize work
- Mistake proof
- Point of Use Storage

Assistive Technology
- Improving people
- Universal design
- Minimal physical effort
- Foolproof design
- Flexible use of tools
Lean Benefits

The purpose of eliminating waste in the process is to save the resources of the company. These savings can be categorized into the following three areas:

Cost Savings—the actual cost to produce the product decreases due to improvements in the manufacturing process.

Cost Avoidance—wastes are eliminated by removing activities that did not add value to the processes.

Increases Capacity—The potential to produce more products created by continuous improvements.
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 |

Wouldn’t it be nice if..
What is Lean Accessibility Program?

Utilizes the LEAN principles from manufacturing in combination with the Assistive Technology and Universal Design concepts to assess manufacturers and their facilities for opportunities to improve their operations by reducing wastes and onboarding capable personnel.
Lean Accessibility Program
Case Study – Report Meeting

• Have the right people involved in the Assessment
• Walk the process
• Be familiar with manufacturing terms
• Have information about potential candidates who could go to work ready
• Be knowledgeable of Lean and Assistive technologies
• Be sensitive to the needs of the work place and your clients
• Look for opportunities to make it easier for personnel to do the right thing
Lean Accessibility Program

- Communication and Culture
- Information and Technology
- 5S and Assistive Technology
- Standard Work
- Continuous Improvement
- Operator Flexibility
- Mistake Proofing
- Change Over
- Pull and Balanced Production
- Tax Credits
### Lean Accessibility Program

#### Case Study

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Lean Accessibility Program
Case Study

Lean Technology Summary

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Lean Accessibility Program
Case Study – Report Contents

• Assessment Worksheets
• Scores from assessment worksheets
• Lean Technology Summary
• Onboarding Considerations
• Company Highlights
• Assessment Opportunities
• Potential Candidates (MS, MT1Certified)
• Action Steps (Dates, Responsible parties)
RESOURCES

• CPID https://vadars.org/drs/cpid/
• VMA http://www.vamanufacturers.com/
• WWRC https://www.wwrc.net/
• VECAP https://vecap.org/
• VEWAA VEWAA