

2018 TASH-ANCOR Employment Webinar **Employer Engagement**

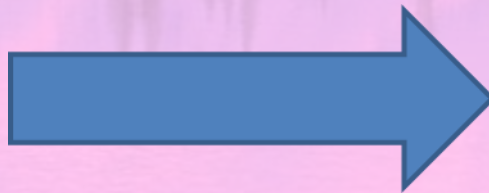
Kristin Vandagriff
Planner

**Alaska Governor's Council on Disabilities
and Special Education**



Hiring Barriers

- What have been your greatest barriers with employers in relation to hiring individuals with disabilities?
 - Please type them into the chat box...



Employer Survey Results

- Here's what Alaska HR professionals told us via our employer social norms survey...

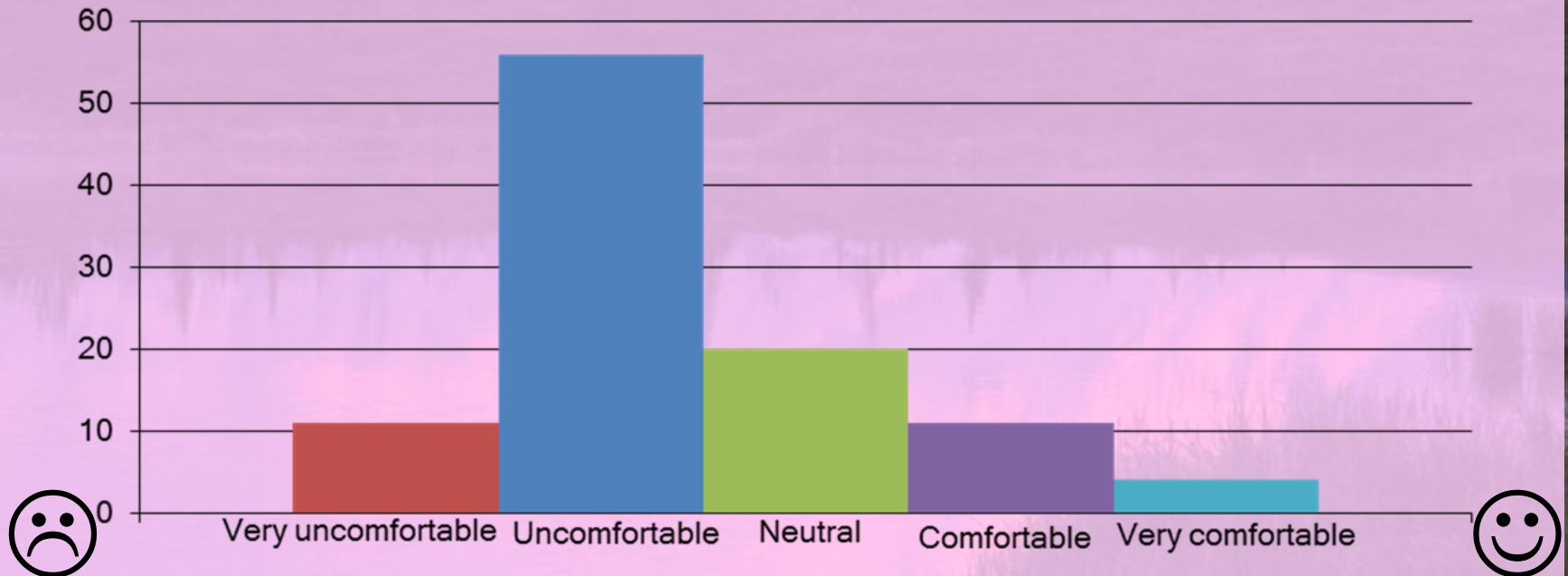


What are the barriers for hiring an individual with a disability? (please choose all that apply)		
Answer Options	Response Percent	Response Count
Concern regarding additional supervision	68.1%	64
Concern regarding loss of productivity	68.1%	64
Concern that the individual does not possess the necessary skills/training for the job	63.8%	60
Concern regarding how to handle the situation if the employee does not work out	57.4%	54
Concern over individual safety	56.4%	53
Unfamiliarity with reasonable accommodations	53.2%	50
Concern about the attitudes of other employees and co-workers towards people with disabilities	51.1%	48
Concern regarding increased costs	41.5%	39
Unsure where to post jobs to best recruit individuals with disabilities	26.6%	25
No barriers encountered	8.5%	8
Other barrier (please specify)	7.4%	7
<i>answered question</i>		94
<i>skipped question</i>		9

Employer Survey Results

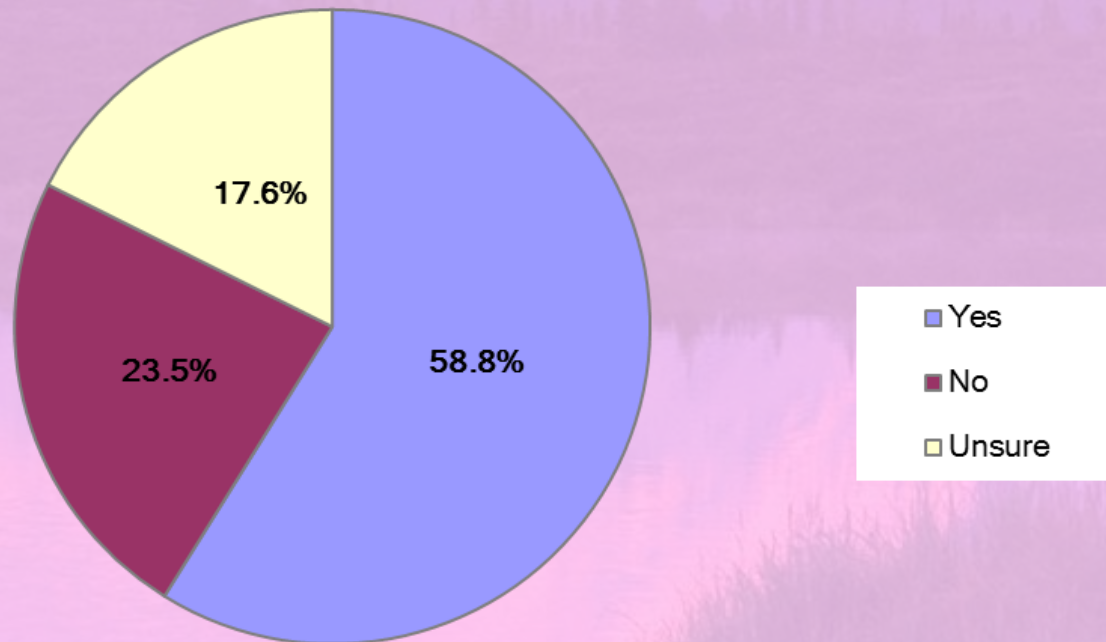
66% = Uncomfortable or Very Uncomfortable

How comfortable do you think employers are regarding hiring someone with a disability?



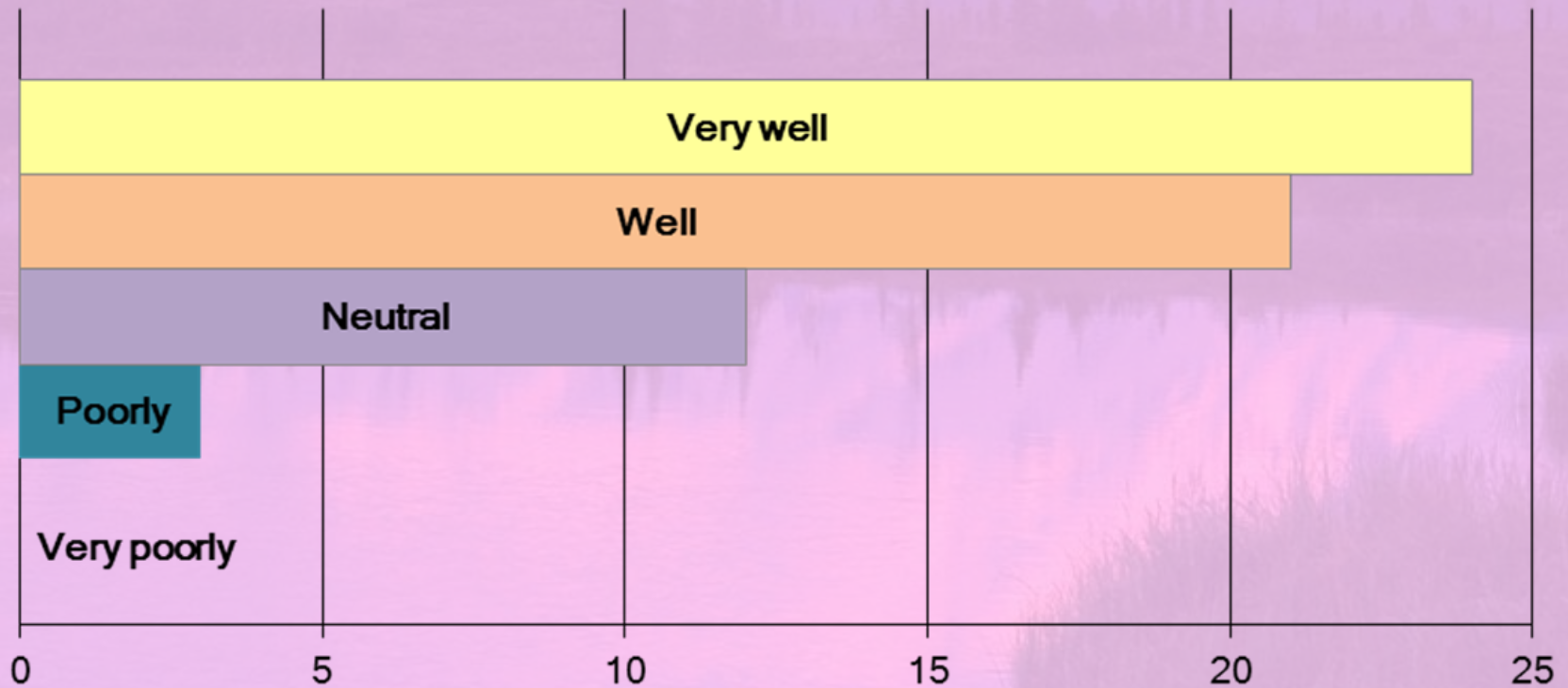
Employer Survey Results

Have you hired someone with a disability before?



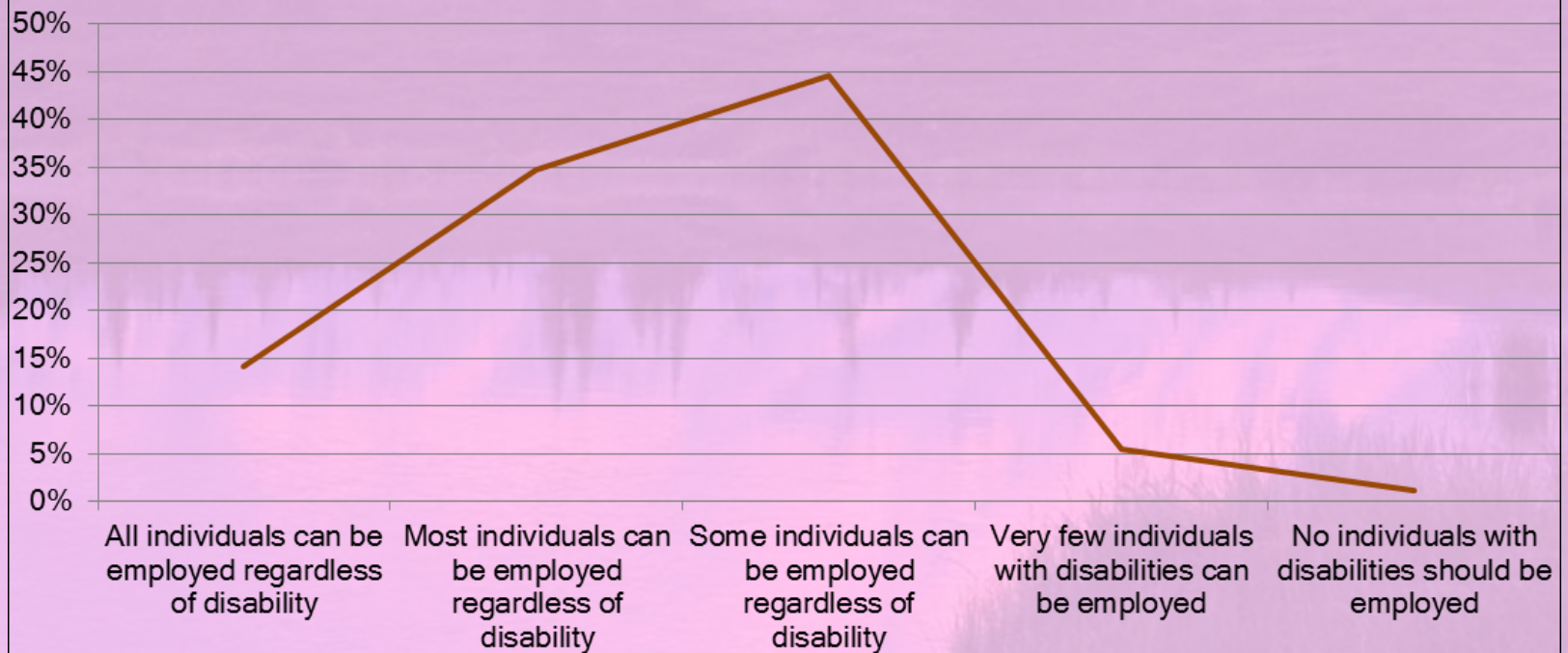
Employer Survey Results

If so, how did it work out?



Employer Survey Results

How do employers feel about the employability of individuals with disabilities?
(please circle one)



Employer Survey Results

Did you know?

Federal Contractors need to meet a 7% utilization goal of hiring individuals with disabilities.

Why?

Section 503 Rule change in the Rehabilitation Act.

Federal Contractors Include:

Banks

Hospitals

- Many other business receiving federal \$\$\$

Have You Met Your 7% Utilization Goal for Hiring IWDs?




HUGE opportunity!

91% Answered "No" or "Unsure"

Employer Survey Results

Conclusion:

- Employers have a difficult time generalizing their good experience in hiring one individual with a disability in a particular position to  another person with a disability in a different position...
- Employers want to be “shown” that individuals with disabilities can do the job



To access the full summary report, visit:

<http://dhss.alaska.gov/gcdse/Documents/Publications/pdf/2016EmployerPerspectives.pdf>

Employer Survey Results

RECOMMENDED

Report Recommendations Include:

- Interagency collaborations which seek to make employers aware of resources, supports, and reasonable accommodations;
- Develop employer-specific trainings on best practices associated with recruiting, interviewing, hiring, and retaining employees with disabilities;
- Educational programming and public service media should include individuals with disabilities, emphasize skills and reasonable accommodations, share success stories from employers, and show individuals with disabilities in many different occupations presenting a variety of different skills and different types of disabilities;
- Increased employer utilization of job shadowing, mentor opportunities, and internships for individuals with disabilities as part of a company business practice to further awareness of skills and heighten employer expectations;
- Launch a pilot project with employers to test the reliability and validity of electronic portfolios and other innovative technology in the hiring process; and
- Continue targeted outreach and educational opportunities to federal contractors to alleviate barriers to reaching their 7% utilization goal.

Employer Engagement

What has Alaska done with all this in mind...

Created an interagency employer engagement collaboration between:

- *the Alaska Departments of Health and Social Services*
- *and Labor & Workforce Development*
- *as well as other state and federal agencies...*

The Business Employment Services Team (BEST)

- **Mission:**
 1. Meet the workforce needs of Alaska businesses
 2. Improve hiring outcomes for individuals with disabilities





BEST:





Employer Engagement:



- **Alaskan federal contractor outreach and trainings:**
 - *Including frequent collaborative training events with the Office of Federal Contract Compliance Programs (OFCCP) relating to regulation changes to Section 503 of the Rehabilitation Act and the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA)*
- **Two annual "BEST" job fairs:**
 - *The Veteran's Job Fair – every November*
 - *Employment First Job Fair – every February*
- **Monthly employer "Breakfast with BEST" events:**
 - *Guest speakers detailing best practices in hiring individuals with disabilities*
 - *State Agency Networking Session on resources for employers to tap into this largely untapped Alaskan labor pool*



Over 85 employers
Over 1,146 job seekers



BEST:





Alaska Works *BEST* When Everyone Works!

The Business Employment Services Team (BEST) is an interagency collaboration between the Alaska Departments of Health and Social Services and Labor and Workforce Development as well as other state and federal agencies dedicated to meeting the workforce needs of Alaska businesses while improving hiring outcomes for veterans and individuals with disabilities.

Please let us know if you'd like us to come speak to your business or employer organization!

A proud partner of the
americanjobcenter
network



Business Employment Services Team (BEST) Contact List:



- **Statewide Veterans' Coordinator**

- Website: <http://jobs.alaska.gov/veterans>
- Steven Williams Email: steven.williams2@alaska.gov Phone: (907)-465-5953

- **Division of Vocational Rehabilitation Business Team**

- Website: <http://labor.alaska.gov/dvr>
- Cindy Murphy-Fox Email: cindy.murphy-fox@alaska.gov Phone: (907) 269-2073
- Michaela Phelps Email: michaela.phelps@alaska.gov Phone: (907) 269-7479

- **Governor's Council on Disabilities & Special Education**

- Website: <http://dhss.alaska.gov/gcdse>
- Kristin Vandagriff Email: kristin.vandagriff@alaska.gov Phone: (907) 269-8999

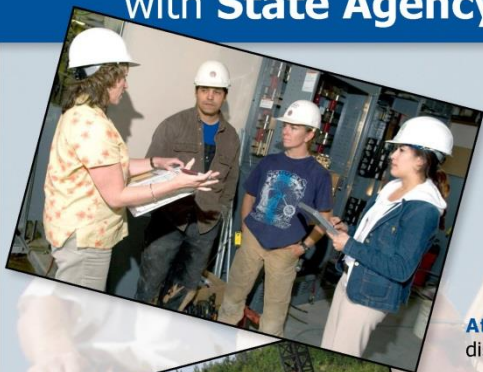
- **Alaska Job Center Network – Business Connection**

- Anchorage Midtown: 1-888-830-4473 anchorage.employers@alaska.gov
- Mat-Su: (907) 352-2500 matsu.employers@alaska.gov
- Juneau: (907) 465-4562 juneau.employers@alaska.gov
- Peninsula: (907) 335-3000 peninsula.jobcenter@alaska.gov
- Fairbanks: (907) 451-5967 fairbanks.employers@alaska.gov
- *Disability Resource Coordinator Lead:*
 - Windy Swearingin (907) 465-1805 windy.swearingin@alaska.gov
- *Veteran Employment Representative:*
 - Delma Chapa (907) 269-5531 delma.chapa@alaska.gov
- *Mature Alaskans Seeking Skills Training (MASST):*
 - Bob Barton (907) 269-0278 robert.barton@alaska.gov

For more information, please visit <http://jobs.alaska.gov>

Federal Contractor OFCCP Workshop and Q&A

with State Agency Networking Session



8-11 a.m.
Thursday
May 14, 2015

Anchorage Midtown Job Center
3301 Eagle St., Room 104

Attendees outside of Anchorage: A webinar distance delivery platform option is available!

OFCCP staff will present regarding Section 503 and VEVRAA Rules with Q&A following their presentation. There also will be time to network with Alaska Department of Labor and Workforce Development agencies (Alaska Job Center and Division of Vocational Rehabilitation staff) as well as Governor's Council on Disabilities and Special Education staff to help you learn about the resources in Alaska for hiring individuals with disabilities and veterans.

Seating is limited so don't delay in registering!

To register or for more information, contact:

Business Connection

Attn: OFCCP May Workshop

Anchorage Midtown Job Center

Phone: (907) 269-4777, Fax: (907) 269-4819

anchorage.employers@alaska.gov

NOTE: Registrations can be submitted via fax or email. **Please contact us and let us know if any accommodations are necessary.**



**ALASKA DEPARTMENT OF LABOR
& WORKFORCE DEVELOPMENT**
Division of Vocational Rehabilitation

We are an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

A proud partner of the
americanjobcenter
network



Business Employment Services Team (BEST)

Federal Contractor Workshop and Q&A



OFCCP staff will present on 'Compliance Assistance – What to Expect During an OFCCP Compliance Evaluation and Common Problem Areas' for Supply and Service Contractors. This presentation will include time for Q&A with OFCCP staff. Also connect with BEST staff to help you learn about the resources in your local area for hiring individuals with disabilities and veterans.



A webinar distance delivery option is available for those outside of Anchorage! Follow registration instructions to learn how to connect.

8 a.m.-12 p.m.
Tuesday,
March 8, 2016

Anchorage Midtown Job Center
3301 Eagle St., Room 104

TO REGISTER:

Midtown Business Connection

ATTN: OFCCP March Workshop

Anchorage Midtown Job Center

Phone: (907) 269-4777, Fax: (907) 269-4819

Email: anchorage.employers@alaska.gov

BEST is an interagency collaboration between the Alaska Departments of Health and Social Services and Labor and Workforce Development as well as other state and federal agencies dedicated to meeting the workforce needs of Alaska businesses while improving hiring outcomes for individuals with disabilities and veterans.

A proud partner of the
americanjobcenter
network



Jobs
ALASKA DEPARTMENT OF LABOR
& WORKFORCE DEVELOPMENT



We are an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

EMPLOYER EVENT: "Breakfast with the BEST"

8-10 a.m.
Wednesday
Oct. 21, 2015

Anchorage Midtown Job Center
3301 Eagle St., Room 104

With guest speaker
Neal D. Fried,
economist for the
Alaska Department
of Labor and
Workforce
Development



EVENT SCHEDULE:

8-9 a.m.: "Alaska's Economic Landscape"
by Economist Neal Fried

9-10 a.m.: Hiring resources for employing
individuals with disabilities and veterans

Q&A session

Light snacks and beverages provided

Employers — Learn how Alaska's economic landscape impacts you and explore innovative hiring approaches to tap largely untapped Alaska talent!

JOIN US! In honor of October being National Disability Employment Awareness Month, we cordially invite you to this free, informative, and interactive event regarding hiring individuals with disabilities and veterans. Let us help connect you with excellent employees, and if you're a federal contractor, let us also help you meet your Section 503 and VEVRAA hiring requirements for individuals with disabilities and veterans.

Who we are: BEST is an interagency collaboration between the Alaska Departments of Health and Social Services and Labor and Workforce Development as well as other state and federal agencies dedicated to meeting the workforce needs of Alaska businesses while improving hiring outcomes for individuals with disabilities and veterans.

LIMITED SEATING!

To RSVP or obtain more information:

Midtown Business Connection

ATTN: "Breakfast with the BEST"

Anchorage Midtown Job Center

Phone: (907) 269-4777, Fax: (907) 269-4819

Email: anchorage.employers@alaska.gov

** To request necessary accommodations, please contact the Midtown Business Connection in advance.

We are an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

STATE HIRING MANAGER EVENT: "Breakfast with the BEST"

8-10 a.m.
Tuesday,
Dec. 8, 2015

Anchorage Midtown Job Center
3301 Eagle St., Room 104

Distance delivery attendance option for those
outside of Anchorage

With guest speaker
Duane Mayes,
Director of the
Division of Senior
and Disabilities
Services



JOIN US! Division of Senior and Disabilities Services Director, Duane Mayes, will discuss his division's success in utilizing the Division of Vocational Rehabilitation (DVR) Provisional Hire Program to find phenomenal employees and the benefits the division has obtained as a result. Following the guest presentation, State of Alaska Hiring Managers will learn how they too can utilize the DVR Provisional Hire Program to find great employees and be a model employer of qualified individuals with disabilities.

Who we are: BEST is an interagency collaboration between the Alaska Departments of Health and Social Services and Labor and Workforce Development as well as other state and federal agencies dedicated to meeting the workforce needs of Alaska businesses while improving hiring outcomes for individuals with disabilities and veterans.

LIMITED SEATING!

To RSVP or obtain more information:

Midtown Business Connection

ATTN: "Breakfast with the BEST"

Anchorage Midtown Job Center

Phone: (907) 269-4777, Fax: (907) 269-4819

Email: anchorage.employers@alaska.gov

** To request necessary accommodations, please contact the Midtown Business Connection in advance.

We are an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

EVENT SCHEDULE:

8-9 a.m.: "Success with the DVR Provisional Hire Program; Hiring Qualified Individuals with Disabilities" by Duane Mayes

9-10 a.m.: State agency networking for hiring IWDs and vets

Q&A session

Light snacks and beverages provided

A proud partner of the
americanjobcenter
network



ALASKA DEPARTMENT OF LABOR
& WORKFORCE DEVELOPMENT
Division of Vocational Rehabilitation



A proud partner of the
americanjobcenter
network



ALASKA DEPARTMENT OF LABOR
& WORKFORCE DEVELOPMENT
Division of Vocational Rehabilitation



EMPLOYMENT FIRST JOB FAIR

JOB SEEKER

Let the Business Employment Services Team (BEST) help you find an exciting career!

- This event is open to the public
- Meet with employers from various industries, including federal contract employers
- Federal contractors have an increased focus on hiring veterans and individuals with disabilities, so look out for the "federal contractor" booth locations (red balloon)
- Veterans and individuals with disabilities are especially encouraged to attend
- Come professionally dressed with copies of your resumé
- An ASL interpreter will be available for those who need this accommodation the day of the fair

TO OBTAIN MORE INFORMATION:

Business Connection
 Anchorage Midtown Job Center
 Phone: (907) 269-4777
 Fax: (907) 269-4819
 Email: anchorage.employers@alaska.gov

BEST is an interagency collaboration between the Alaska Departments of Health and Social Services and Labor and Workforce Development as well as other state and federal agencies dedicated to meeting the workforce needs of Alaska businesses while improving hiring outcomes for individuals with disabilities and veterans.

10 a.m.-2 p.m.
Friday,
Feb. 19, 2016

University Center Mall
 3800 Old Seward Highway

Alaska is an Employment First state where real wages and real jobs for Alaskans with disabilities are the first and preferred outcomes!

A proud partner of the
americanjobcenter
 network



Jobs
 ALASKA DEPARTMENT OF LABOR
 & WORKFORCE DEVELOPMENT
 Division of Vocational Rehabilitation



We are an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

EMPLOYMENT FIRST JOB FAIR

EMPLOYERS

Let the Business Employment Services Team (BEST) help you find excellent employees!

- This job fair is open to all employers and is open to the public
- Employer booths are free (food bank donation encouraged)
- Meet with hundreds of jobseekers!
- Additional job seeker specific marketing to individuals with disabilities and veterans
 - Especially useful for federal contract employers concerned with maintaining compliance with the Office of Federal Contract Compliance Programs (OFCCP)

TO OBTAIN MORE INFORMATION:

Midtown Business Connection
 ATTN: Employment First Job Fair
 Anchorage Midtown Job Center
 Phone: (907) 269-4777, Fax: (907) 269-4819
 Email: anchorage.employers@alaska.gov

10 a.m.-2 p.m.
Friday,
Feb. 19, 2016

University Center Mall
 3800 Old Seward Highway

REGISTER ONLINE:

[employmentfirstjobfair.
 eventbrite.com](http://employmentfirstjobfair.eventbrite.com)

Alaska is an Employment First state where real wages and real jobs for Alaskans with disabilities are the first and preferred outcomes!

BEST is an interagency collaboration between the Alaska Departments of Health and Social Services and Labor and Workforce Development as well as other state and federal agencies dedicated to meeting the workforce needs of Alaska businesses while improving hiring outcomes for individuals with disabilities and veterans.

A proud partner of the
americanjobcenter
 network



Jobs
 ALASKA DEPARTMENT OF LABOR
 & WORKFORCE DEVELOPMENT
 Division of Vocational Rehabilitation



We are an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.



Interested in More Events?

Sign up for the Department of Labor Federal Contractor Gov Delivery!

Consider a
listserv just
for federal
contractors

Go to:

[https://public.govdelivery.com/accounts/AKDOL/
subscriber/new?pop=t](https://public.govdelivery.com/accounts/AKDOL/subscriber/new?pop=t)

- Under “Employment and Training Services” select, “Federal Contractor Compliance/Diversity”

ODEP Resources:

- Promoted National Disability Employment Awareness Month with Employers
 - <https://www.dol.gov/odep/topics/ndeam/>
- Used free Office of Disability Employment Policy (ODEP) resources for employers
 - <https://www.dol.gov/odep/topics/Employers.htm>



October is
National
Disability
Employment
Awareness Month



What can **YOU** do?

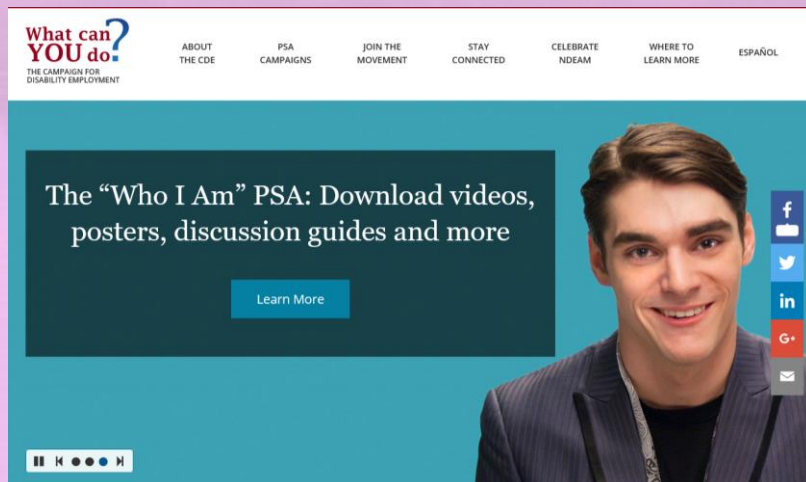
The Campaign for Disability Employment

- Main Page:

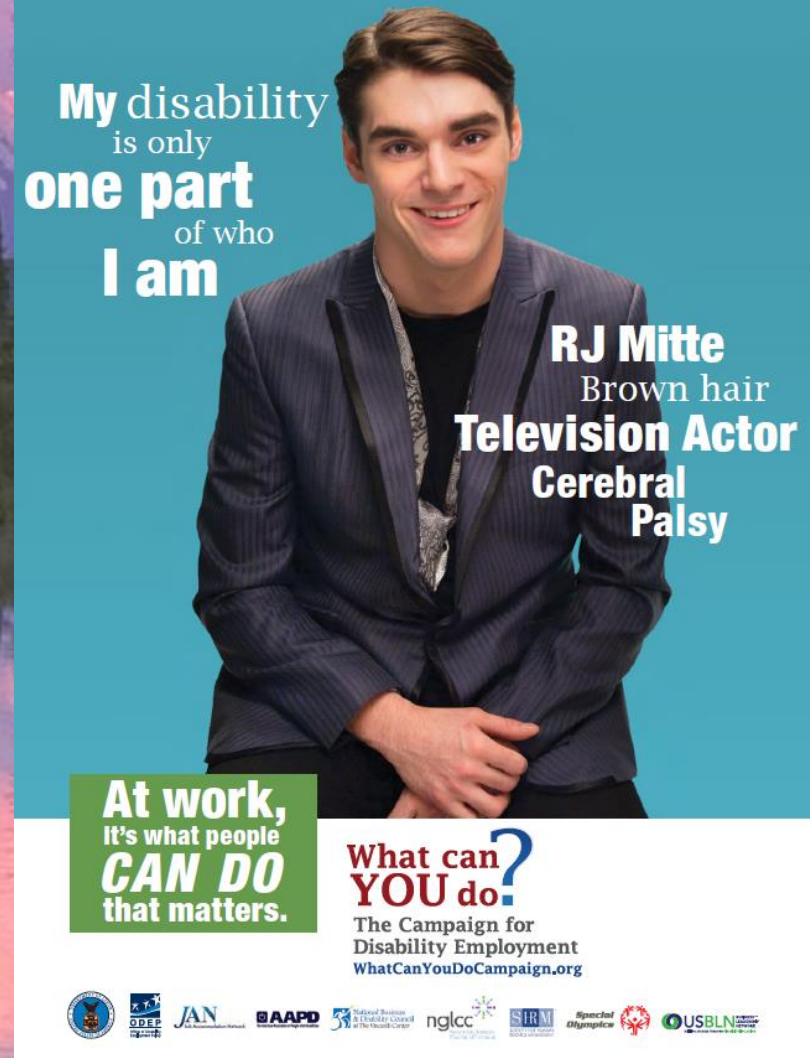
<https://www.whatcanyoudocampaign.org/>

- Employer Page:

<https://www.whatcanyoudocampaign.org/where-to-learn-more/resources-for-employers/>



The screenshot shows the website's navigation bar with links: ABOUT THE CDE, PSA CAMPAIGNS, JOIN THE MOVEMENT, STAY CONNECTED, CELEBRATE NDEAM, WHERE TO LEARN MORE, and ESPAÑOL. The main content area features a teal background with a photo of RJ Mitte. Text reads: "The 'Who I Am' PSA: Download videos, posters, discussion guides and more" with a "Learn More" button. Social media icons for Facebook, Twitter, LinkedIn, and Google+ are visible. A video player control bar is at the bottom left.



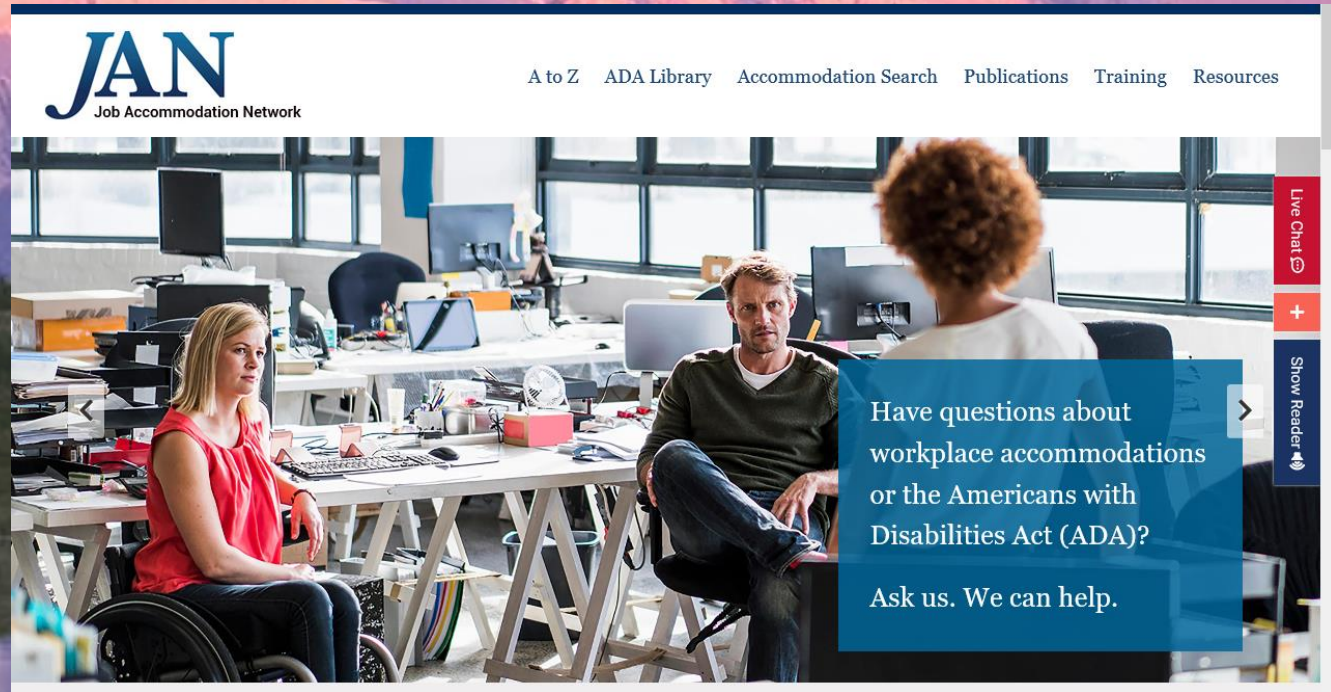
The advertisement features RJ Mitte, a young man with brown hair, wearing a dark blue pinstriped blazer over a black t-shirt. The text reads: "My disability is only one part of who I am". To the right, it identifies him as "RJ Mitte, Brown hair, Television Actor, Cerebral Palsy". A green box at the bottom left says "At work, it's what people CAN DO that matters." The bottom right contains the "What can YOU do?" logo and the text "The Campaign for Disability Employment, WhatCanYouDoCampaign.org". At the very bottom, there is a row of partner logos including the U.S. Department of Labor, ODEP, JAN, AAPD, National Foundation on Disability-Related Employment, ngfcc, SIRM, Special Olympics, and USBLN.

Job Accommodation Network (JAN) Resources

<https://askjan.org/>

Resources for individuals and employers to bring greater clarity on the accommodation process

Big awareness piece – most accommodations are low or no cost (under \$500)



For Employers



- Private Employers
- Federal Employers
- State & Local Governments



JAN Workplace Accommodation Toolkit

JAN Workplace Accommodation Toolkit

Building Your Inclusive Workplace

<https://askjan.org/toolkit/index.cfm>

Tools for Recruiters, Hiring Managers, and Supervisors			
Tools for Reasonable Accommodation Subject Matter Expert/Consultant			
Tools for Employees and Co-workers			
About JAN	About the Toolkit	How Can It Help?	Definitions

SHRM Collaboration

- Connect with your local and state Society for Human Resource Management (SHRM)
 - Local: usually monthly lunch and learn opportunities; annual job fair/event collaborations
 - State: annual conference breakout sessions, keynotes, and resource table opportunities



Additional Engagement Strategies:



Reverse Job Fairs:

- Individuals with disabilities have a table with a board and/or computer (with PowerPoint and/or video)
 - Fun role reversal - employers go from table-to-table to meet individuals
 - More accessible - provides individual tools to fully relay their skills



Technology Supporting the Interview Process:

- **E-Portfolios:** narrative, files, images, multimedia, blog entries, and hyperlinks which all can show an individual's job skills
- **iMovie:** to create video resumes for job interviews
- **Story Kit** (iPhone App): create story using pictures and recorded voice

Share Employer Success Stories

Business Employment Story

Cathy: I am Cathy Babuscio the Human Resources Director for Mat-Su Regional Hospital. Over ten years ago, we began hiring people with disabilities to work at our hospital. Six years ago we began to participate in Project SEARCH to intern employees with disabilities. Now the hospital is hiring 30 percent of all Project SEARCH Interns for the Mat-Su. We gained three employees who became employed by us through the Project SEARCH programs. All of this has worked out well above our initial expectations. Early on, we discovered that 10 percent of our work force has family members with disabilities. In the beginning, we conducted an employee satisfaction survey, which resulted in only 23 percent of our employees feeling satisfied in their jobs. Since hiring people with disabilities, our subsequent employee satisfaction surveys resulted in an increase to 43 percent and later to 47 percent.

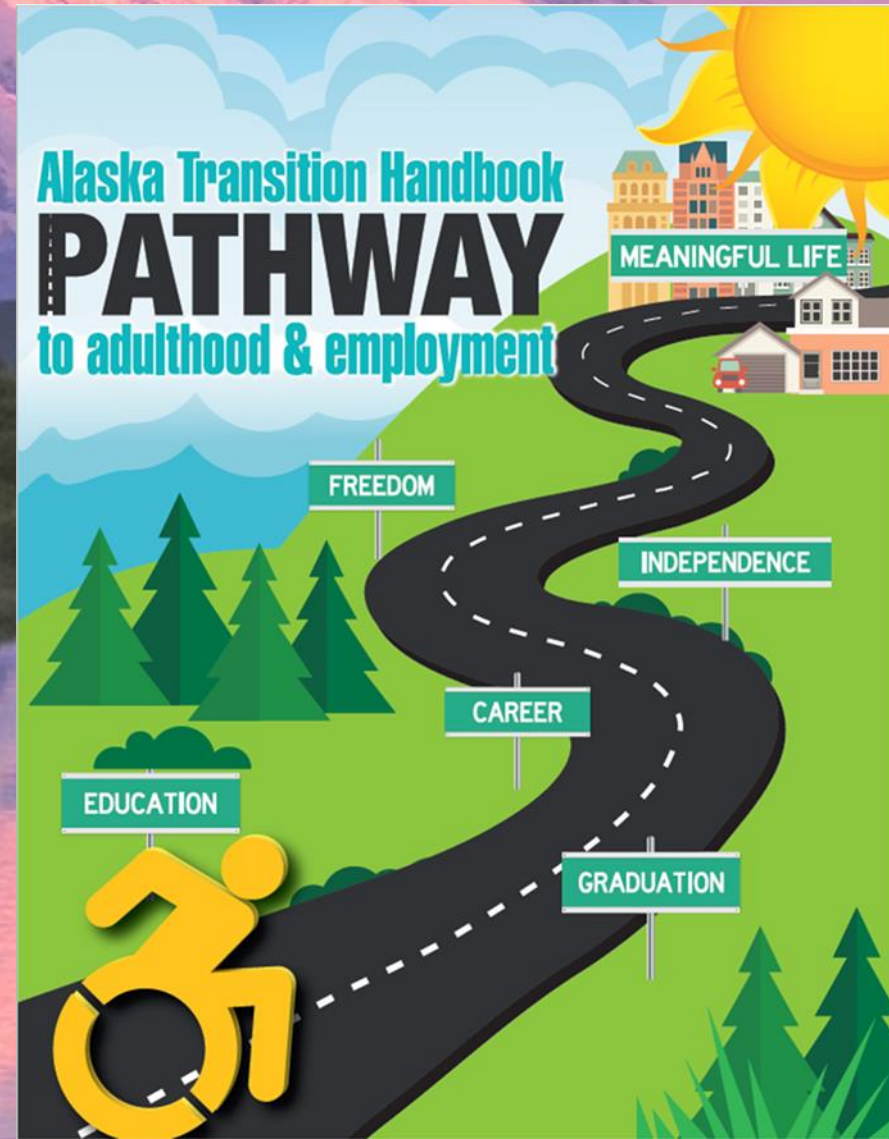


63

ALASKA TRANSITION HANDBOOK: PATHWAY TO ADULTHOOD & EMPLOYMENT

Access Electronically:

<http://dhss.alaska.gov/gcdse/Documents/TransitionsHandbook.pdf>



Questions?

Kristin Vandagriff

Planner



3601 C Street, Suite 740

Anchorage, AK 99503

(907) 269-8999

kristin.vandagriff@alaska.gov