



# *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](mailto:jsutherlin@vcwpeninsula.com)

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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 Counseling

## 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

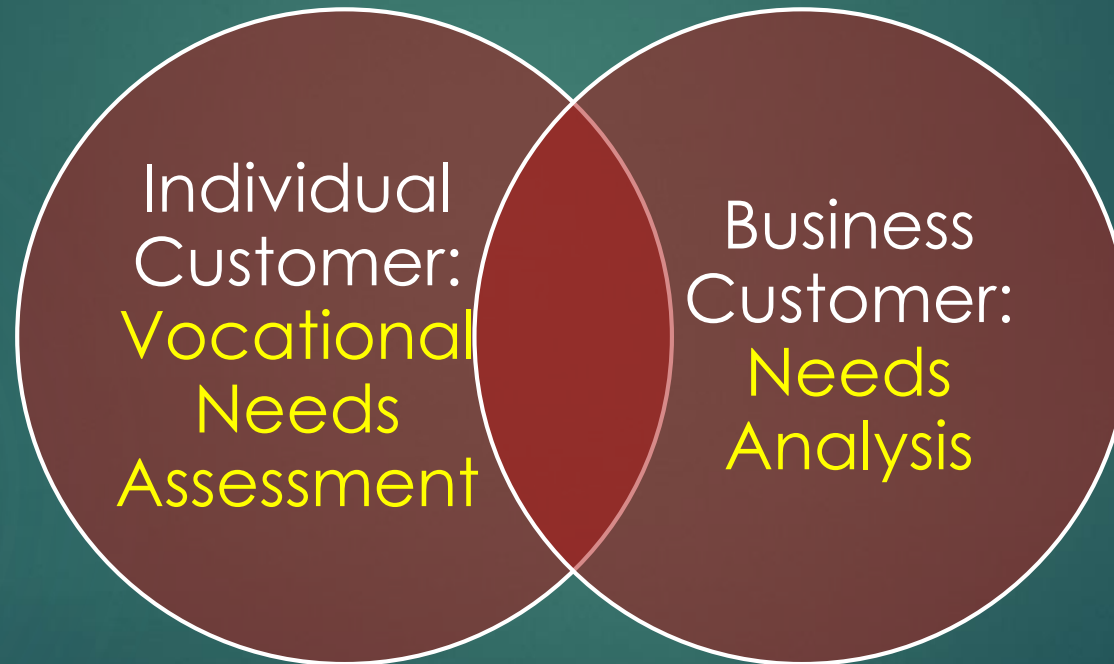
## RISK MANAGEMENT/STAFF RETENTION

- 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



# 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

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## Lean Technology

- ▶ Improving processes
- ▶ Organized work area
- ▶ Reduce Wastes e.g motion, people
- ▶ Standardize work
- ▶ Mistake proof
- ▶ Point of Use Storage
- ▶ Value is defined by the user

## Assistive Technology

- Improving people
- Universal design
- Minimal physical effort
- Foolproof design
- Flexible use of tools

# Wouldn't it be nice if..

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We could get manufacturers to:

Understand the relationship between Lean and Assistive Technology

Be aware of the capabilities of people with disabilities

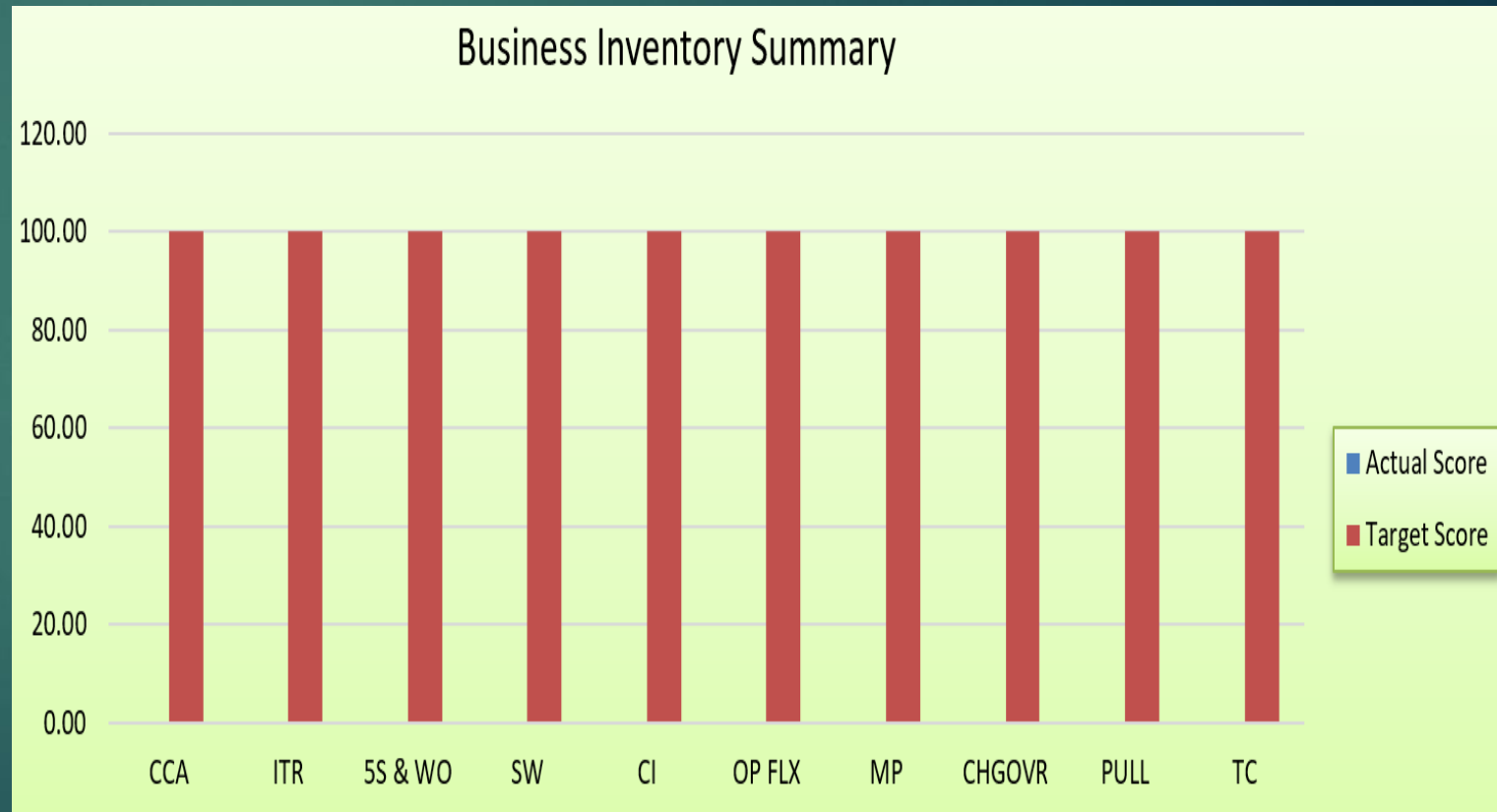
Seek out potential employees who have disabilities



Lean Accessibility Program

# Lean Accessibility Program

Title
Communication & Cultural Awareness
Information Technology Review
5S & Workplace Organization
Standard Work
Continual Improvement
Operational Flexibility
Mistake proofing
Changeover
Pull and Balanced Production
Tax Credits





# Dakkota- Door Builder



Position/Title:		Production Operator	
Date :		August 25, 2004	
Description of Task : Assemble door including fasteners, sound absorber, and check electrical.		0 Never	
STRENGTH	Lifting	Bench Height 30" above floor	
		Shelf Height 66" above floor	X
	Carrying	Distance	
	Pushing	Dynamic/Static	
	Pulling	Dynamic/Static	
	Fine Finger	One Hand	
		Both Hands	
	Handling Materials	One Hand	
		Both Hands	
	Gripping	One Hand	
		Both Hands	
	Reaching	Above Shoulder	
		Below Shoulder	
		Forward Reaching	
MOBILITY	Sitting		
	Standing		
	Walking		
	Climbing Stairs, Step Ladder		X
	Bending or Stooping		
	Crouching		
	Crawling or Kneeling		X
	Twisting		X

STRENGTH	Lifting	Bench Height 30" above floor	LLC
		Shelf Height 66" above floor	
	Carrying	Distance	Comment
	Pushing	Dynamic/Static	
	Pulling	Dynamic/Static	Door
	Fine Finger	One Hand	Door up to 20 feet
		Both Hands	Bird beak/clips
	Handling Materials	One Hand	ling door, screws, clips
			ling door, screws, clips
			s, air and staple gun
			r, Sound absorber
		Both Hands	
	Gripping	One Hand	ors on rack, parts
			or, parts, screws
		Both Hands	Breaks
	Reaching	Above Shoulder	
		Below Shoulder	
		Forward Reaching	2 work parts

# Dakkota

- 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





1944 2019

Michigan Career &  
Technical Institute  
CELEBRATING 75 YEARS

## 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](mailto: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](mailto:academy@livingandlearningcenter.org)



Exceptional Academy-Northville

Living Learning  
Enrichment Center



[www.livingandlearningcenter.org](http://www.livingandlearningcenter.org)

**248.308.3592**

315 Griswold St.  
Northville, MI 48167

# Exceptional Academy

POWERED BY

Living Learning

Enrichment Center

Networking  
CISCO Academy

# 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**



# 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**



