

# **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.

# CPID and the Need for Assessment

- Skills Gap
- Interest Gap
- Knowledge Gap



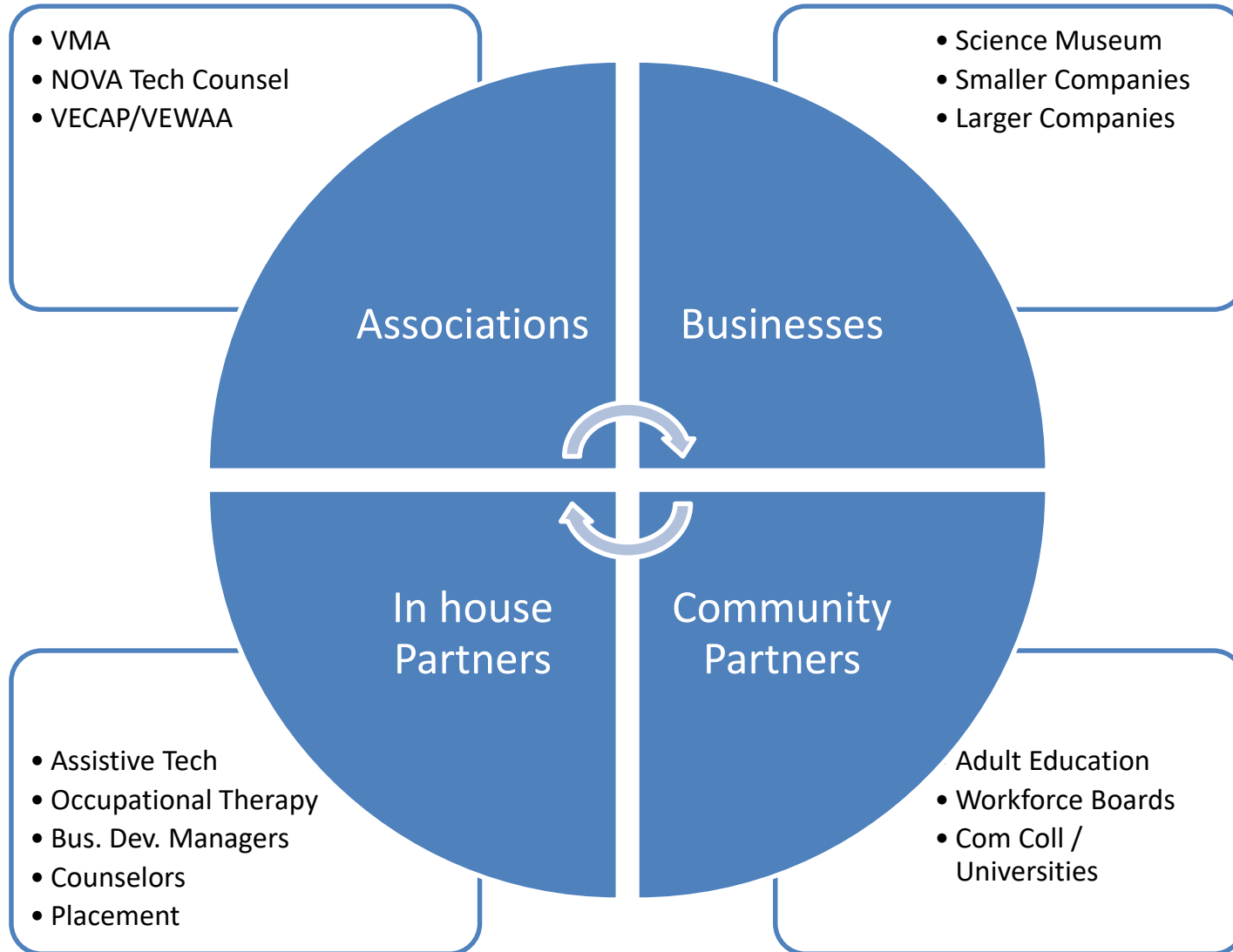
# Referral needs

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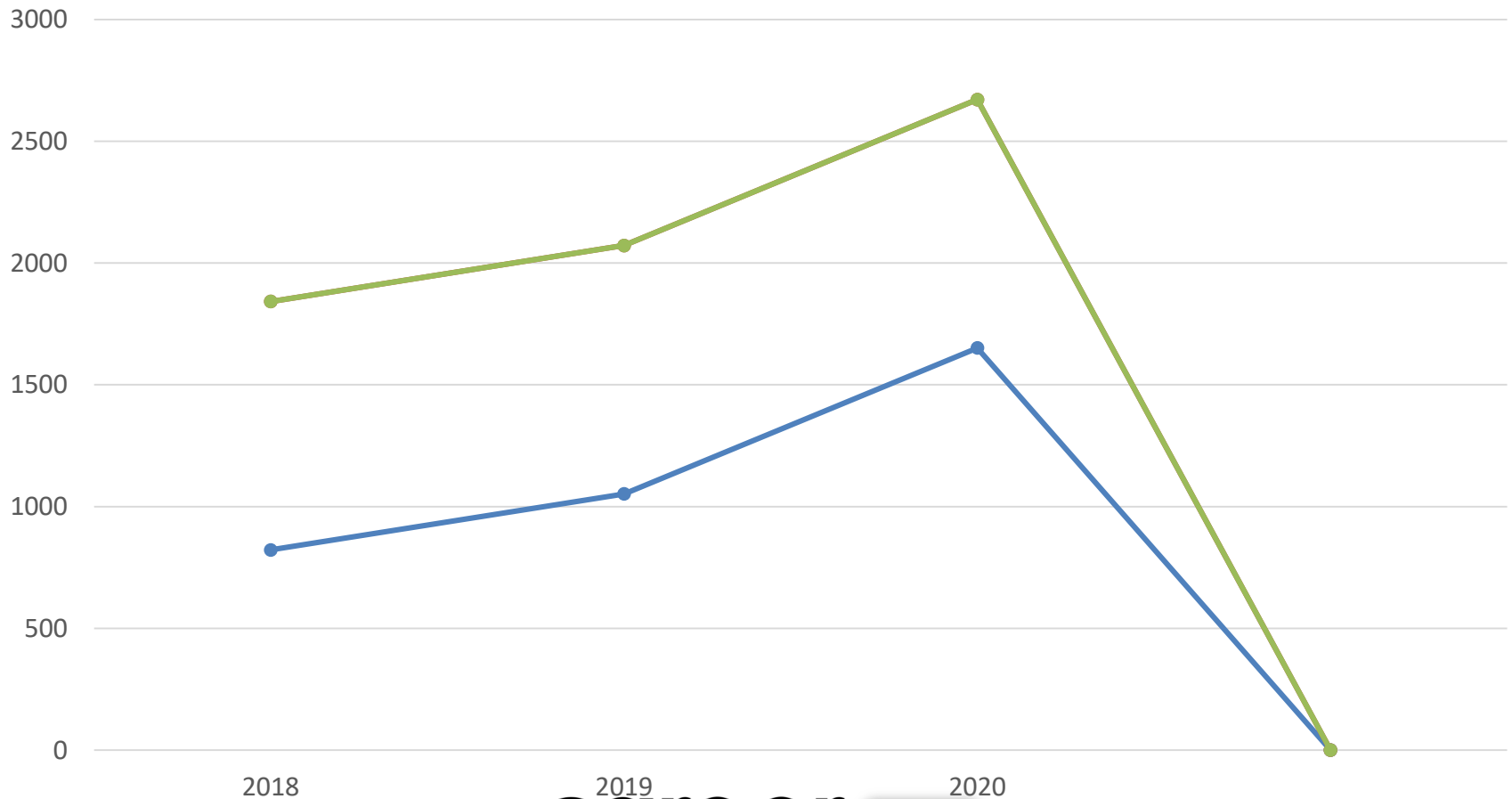
What information is really needed?

- Career information
- Academic
- Overview of employer expectations
- Hands on evaluations

# Partnerships

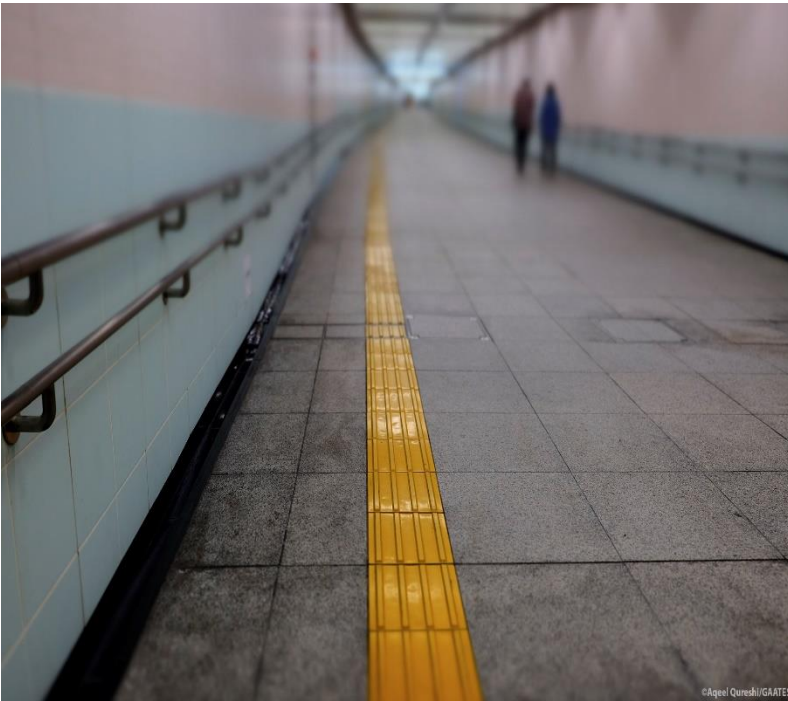


# Candidate Numbers



# 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

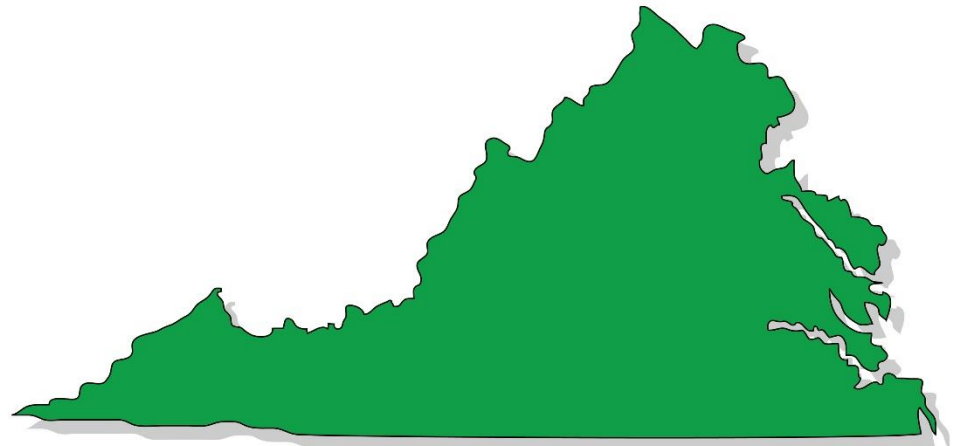
# Types of Vocational Evaluation

- Comprehensive Evaluation
- Lean Accessibility Program
- Academies
- Career Exploration
- Community Based Assessment
- Virtual



# Virginia's Set up

- Wilson Workforce and Rehabilitation Center
- Field Evaluations
- Private Venders



# VE at WWRC

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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

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- 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

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



# Academies



**career  
pathways**   
for Individuals with Disabilities

# 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

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Virtual Vocational Evaluations

Interest Inventories

Academic Assessments

Aptitude Assessments

Other options

# Ethical Considerations

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- 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.

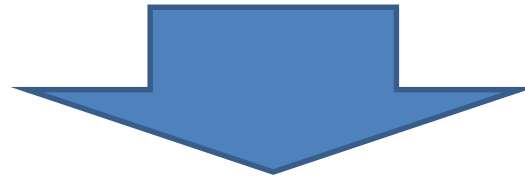
# Wouldn't it be nice if..

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





# What is Lean Accessibility Program?

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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

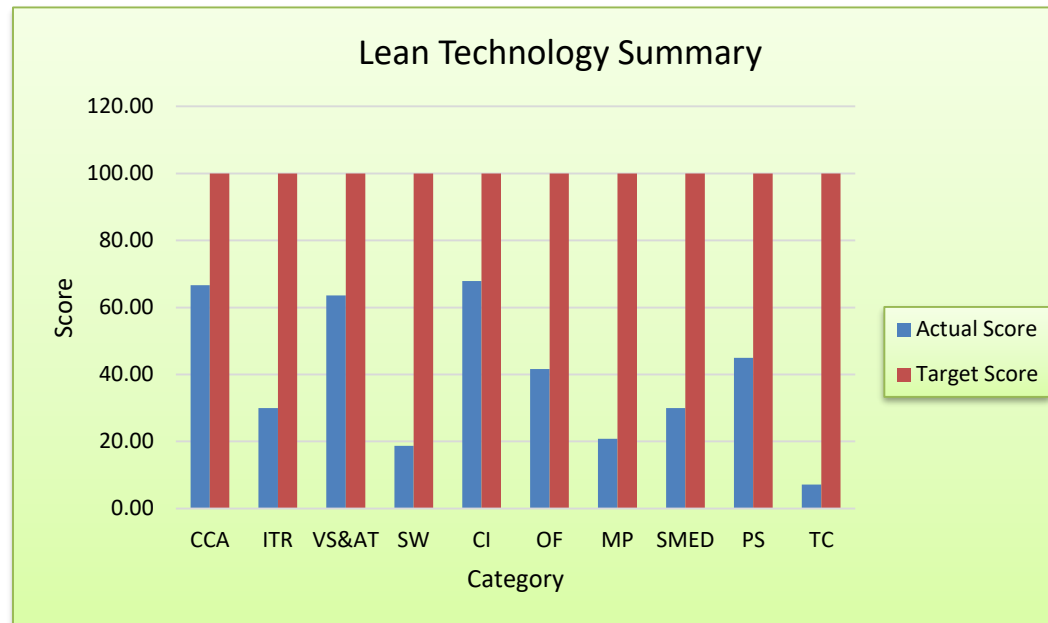
# Lean Accessibility Program

- 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

Scores from assessment worksheets						
	Title	Abrev.	Score from Sheet	X100	Actual Score	Target Score
1	Communication & Cultural Awareness	CCA	0.67	100	66.67	100
2	Information Technology Review	ITR	0.30	100	30.00	100
3	Visual Systems & Assistive Technology	VS&AT	0.64	100	63.64	100
4	Standard Work	SW	0.19	100	18.75	100
5	Continuous Improvement	CI	0.68	100	67.86	100
6	Operational Flexibility	OF	0.42	100	41.67	100
7	Mistake proofing	MP	0.21	100	20.83	100
8	SMED Quick Changeover	SMED	0.30	100	30.00	100
9	Pull Systems	PS	0.45	100	45.00	100
10	Tax Credits	TC	0.07	100	7.14	100
Total score					391.55303	1000

# Lean Accessibility Program Case Study



# 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](#)