



Department of Labor and Workforce Development
VOCATIONAL REHABILITATION



Vocational Rehabilitation Services for Older Workers

JEDC Eldercare Summit





Strengthening Alaska's Workforce

- Alaska is the fastest aging state in the country, and the senior population is the fastest growing demographic in the state.
- Joint efforts will allow a stronger focus on employment outcomes and better coordination of MASST and VR resources including training for new careers.



Senior Employment Initiative

DVR and MASST's greatest accomplishment is to give people a chance to work and to elevate their sense of dignity and self-worth by increasing one's abilities.

Shared Goal: Competitive Integrated Employment



Competitive Integrated Employment

Competitive Integrated Employment means working in the community alongside other employees without disabilities.

It also means earning at least minimum wage and getting the same workplace benefits and opportunities as other employees doing the same job.



Help Older Workers Return to or Maintain Employment.

- Help explore employment that uses transferrable skills and abilities.
- Help identify their strengths in the workforce.





How Do You Know DVR Is The Right Place?

If an Older Worker has a disability that is keeping them from the job or career they want, DVR can help!

- Depression/Anxiety
- Substance Abuse
- Orthopedic condition
- Blind/Low Vision
- Diabetes
- Hearing loss
- Cognitive challenges (TBI, early onset dementia)

**Are you ready to work
with a DVR counselor to
develop your
employment plan?**



What Can You Expect?

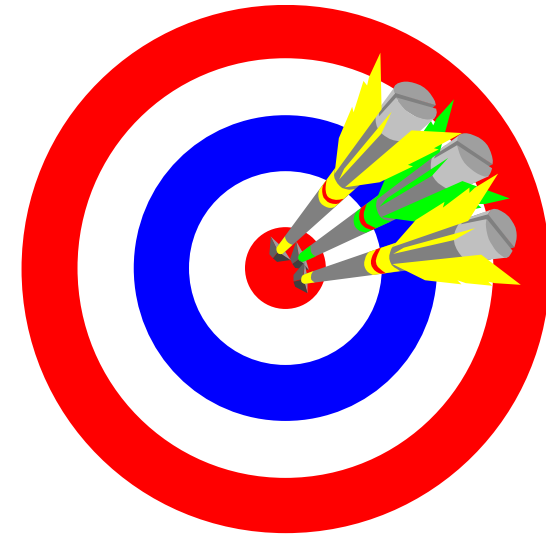
- Meet with your Vocational Rehabilitation Counselor regularly to:
 - Identify interests and skills
 - Identify employment goals
 - Participate in workshops and work experiences
 - Explore on-the-job training
 - Identify appropriate accommodations or assistive devices

Need to stay active and in contact



What's On The DVR Menu?

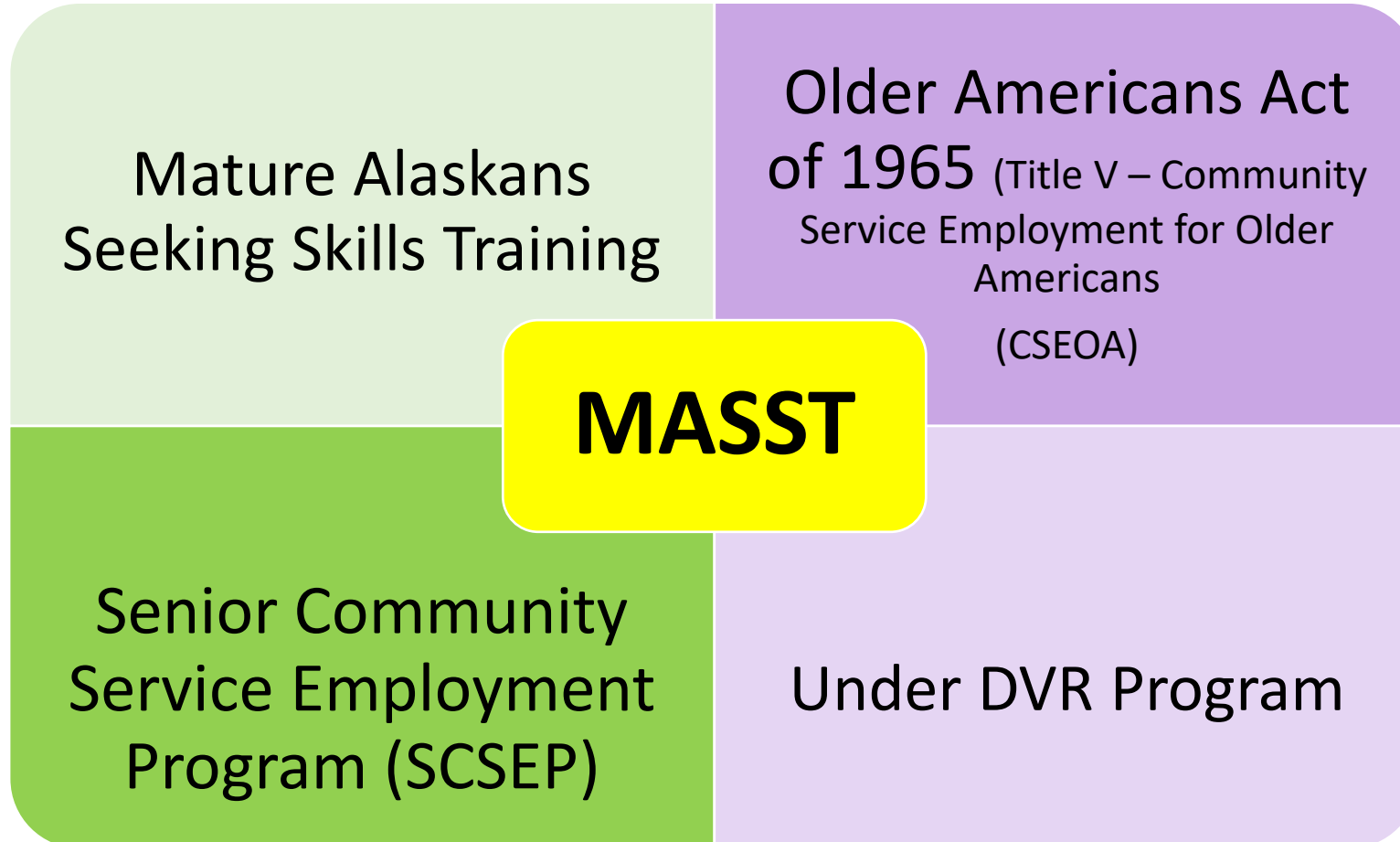
- Assessing strengths
- DVR Career Development Center
- Guidance & counseling
- Assistive technology
- Training
- Collaboration with partners



Work



An Overview of MASST





Title V, Community Service Employment for Older Americans (CSEOA) (SCSEP) (MASST)

Mature Alaskans Seeking Skills Training's dual purpose is to provide community service to 501(c)(3) non-profits or governmental agencies while also improving participant's job skills to enable them to find full or part-time unsubsidized employment.



MASST Fills the Income Gaps for Seniors

Living in
Poverty

- Increases economic self-sufficiency by improving employability

Lack of Health
Care Support

- Provides a free yearly physical exam

Challenges of
Retirement

- Helps seniors contribute in more rewarding and meaningful ways to their community by returning to workforce



MASST Goals

Recognize

Benefits of
older
workers
(skilled &
experienced)

Assist

Alaskan
seniors to
get trained
and
employed

Connect

Alaskan
seniors,
partner
agencies, &
employers

Provide

Community
service
training &
work skills
development

Strengthen

Economic
self-
sufficiency

Provides
meaningful
civic
engagement



Basic program requirements:

1. Must be 55 or above
2. Must be unemployed and not work ready
3. Must be a resident in an area where MASST serves
4. Must be legally able to work in the U.S. and complete an I-9 form
5. Must be income eligible
6. Must be able to provide supporting documents for enrollment



Eligibility

- At least 55
- Unemployed and not work ready
- Low Income*

Priority

- Veterans & qualified spouses
- Age, income, place of residence, employment status, durational limit

*Family income at or below 125% of the federal poverty level



Host Sites

- MASST first matches eligible older job seekers with local nonprofits and public agencies so they can increase skills and build self-confidence, while earning a modest income.
- Based on their employment interests and goals, participants may also receive supportive services and skills training.



DVR Services

- Counseling - especially about disability issues that affect you.
- Guidance - help choosing the job goal that's right for you.
- Referral - to other agencies that can help you.
- Medical Exam - to see if you qualify & to help plan your career.
- Tests and other tools to better understand your talents, etc.
- On-the-job training with a real employer while you work.
- A short-term job try-out called a "Community Assessment."
- Training designed for you, to help you adjust to working.
- Job search and placement services.
- Interpreter, reader, and tutoring services.

MASST Services

- Recruitment and Selection of Participants
- Assessment
- Individual Employment Plan
- Community Service Assignment
- Physical Examinations
- Orientation at Host Sites
- Wages
- Transition Services



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Services to Dual Customers (FREE)

Services to Alaskans with Disabilities	Services to Employers
Assessment & Evaluation, including Community-based Assessment, Trial Work	Direct Consultations to Businesses
Pre-employment Skill Development	Workplace Accessibility Assessment of the Business's Properties
Developing Job Readiness: Resumes, interview/job seeking skills, etc.	Consulting on Utilization of Assistive Technology or Workplace Accommodation in general
Informational Interviews, Job Shadows	Providing Disability Sensitivity & Awareness Training
Work Experience	Screening & Placing Employees: Talent acquisition services & using Labor Marketing Information (LMI)
Placement Services	On-the-Job Evaluation & Situational Assessment
Development Job Accommodations	Problem-solving for Existing Workers: Retention & adjustment
Job Coaching	Information & Referral
Developing Job Matches	Job Coaching, On-the-Job Training
	Work Experience, Info Interview, Job Shadows
	Off-site Coaching & Work Adjustment
	Provision of Customized Training



Benefits of Implementing Accommodations

Employers report multiple benefits to implementing accommodations.

BENEFITS (Direct and Indirect)	
Direct Benefits	%
Retained a valued employee	90%
Increased the employee's productivity	73%
Eliminated costs associated with training a new employee	61%
Increased the employee's attendance	56%
Increased diversity of the company	40%
Saved workers' compensation or other insurance costs	38%
Hired a qualified person with a disability	13%
Promoted an employee	9%
Indirect Benefits	%
Improved interactions with co-workers	64%
Increased overall company morale	63%
Increased overall company productivity	56%
Increased workplace safety	46%
Improved interactions with customers	45%
Increased overall company attendance	40%
Increased profitability	27%
Increased customer base	16%



What WIOA means to People with Disabilities & Employers: Dual Customer Model & Impact

(WIOA stands for Workforce Innovation & Opportunity Act – programs developed jointly by the U.S. Dept. of Education and Labor)

Job Seekers

- access to skills training & opportunity for employment
- financial stability & job advancement

Employers

- access to qualified/trained workers
- fill openings for new talent & increase productivity



Recruiting Qualified Applicants

- Experienced managers know that resumes and interviews can't tell them everything they need to make a good hire. That's why they work with DVR.
- Every job applicant we recommend has been thoroughly assessed to make sure they are qualified and will be a good match for your business.
- In some situations, you can try out a potential hire doing the work before you hire them.



DVR Southeast Alaska

How we serve Southeast Alaska

- Offices spread throughout the region
- Services offered virtually & in person
- Qualified Counseling staff in all our offices

How we're serving Businesses in Southeast Alaska

- Connecting our Businesses Meetings (C.O.B)
 - DVR hosts monthly virtual meetings for local business & our community partners
- Southeast Job Centers
- Attending community events



Social Media

- Facebook: <https://www.facebook.com/alaskadvr>
- LinkedIn:
<https://www.linkedin.com/company/dvrbusiness>
- YouTube:
https://www.youtube.com/channel/UCoLPpW9tmD1QY0sEY_EaB0A



Resources

ADVR Website: <http://www.labor.state.ak.us/dvr/home.htm>

ADVR Employer Services:
<http://.labor.state.ak.us/dvr/business-services.htm>

ADVR Offices: <http://www.labor.state.ak.us/dvr/contact.htm>

34 CFR 361 Regulations on State VR Services Program:
<https://www.ecfr.gov/cgi-bin/text-idx?SID=b1ef6bf2d4756a591cee7c4ded6d432d&mc=true&no-de=pt34.2.361&rgn=div5>



Contact Information

Questions??

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THANK YOU!!