**STATE REHABILITATION COUNCIL (SRC)**

**3rd Quarterly Meeting**

**Friday May 20, 2022**

**MINUTES**

To attend via personal computer, ZOOM Link:

Join Zoom Meeting  
[https://isleinterpret.zoom.us/j/86913279633?pwd=dDA5SUhKSUFWMTRZL0U1NG1MYjZyQT09](https://nam04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fisleinterpret.zoom.us%2Fj%2F86913279633%3Fpwd%3DdDA5SUhKSUFWMTRZL0U1NG1MYjZyQT09&data=05%7C01%7Cenakatsuka%40lanakilapacific.org%7C4350db6234c9426ed14308da2f8d3510%7C11769a3045c84921804c1fe3a95a324c%7C1%7C0%7C637874580820736694%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=rVBgh8%2B3AZFmoagu9SBaiVlc6l8O6V7bj6VDn8tE%2BuU%3D&reserved=0)  
Meeting ID: 869 1327 9633 Passcode: 34591

**Attendees:**

**SRC Members Present:**

Evan Nakatsuka (Business Industry & Labor and Chair of SRC);

Meriah Nichols (Disability Advocacy Group and Vice-Chair of SRC);

Wally Soares (Disability Advocacy Group and Secretary of SRC);

Christina Pascua-Galdiano (Disability Advocacy Group);

Howard Lesser (Client Assistance Provider);

Vickie Kennedy (Disability Advocacy Group);

Stan Young (Disability Advocacy Group);

Jodi Asato (Business Industry & Labor);

Caroline Campbell Wright (Business Industry & Labor);

Tira Kamaka (Community Rehabilitation Provider, Hawaii Island);

Nani Watanabe (Disability Advocacy Group Maui);

Annette Tashiro (Statewide Independent Living Council);

Maureen Bates (Vocational Rehabilitation Administrator, non-voting ex-officio member).

**SRC Members Absentees:**

Art Cabanilla (Disability Advocacy Group);

Rosie Rowe (Parent Training and Information Center);

Scott Hedrick (Business Industry & Labor);

Terry-Ann Moses (Disability Advocacy Group Kauai);

Catherine Taylor (SRC Member, Disability Advocacy Group Maui).

**Guests Present:**

Alison Lee (Vocational Rehabilitation Staff Services Office/SRC Liaison);

Iva Cain (Vocational Rehabilitation Assistant Administrator);

Isabell Ramos (Vocational Rehabilitation Staff Services Office; Trainer Coordinator);

Dr. Heather Chapman DOE Representative, DOE starting term July 1, 2022;

Judy Guajardo (Statewide Independent Living Council).

1. Call to Order

Evan Nakatsuka – SRC Chair, called meeting to order at 10:06am

1. Members Introduction Chair Evan Nakatsuka

As reflected above in members//guests present. Quorum was established.

The SRC noted this being the last meeting for Jodi Asato. Two new applicants have filed with the boards and commissions: Judy Guajardo from SILC and JoAnn Inamasu, Work Force Development Council. Applications received.

1. Consent Agenda Chair Evan Nakatsuka
   1. Approval of Minutes – February 18, 2022
   2. State Rehabilitation Council Partner Council Reports
      * Client Assistance Program (CAP)
      * Community Rehabilitation Program (CRP)
      * Statewide Independent Living Council (SILC)
   3. State Rehabilitation Council Standing Committee Reports
      * Membership Committee

Correction to the 2/18/2022 Minutes by VRA Maureen Bates: Under section 5, paragraph 1, the last sentence, “… starting in March 2022, we will have an open category….” Change: “… under the active order of selection, we will have an open category.

Howard Lesser moves to approve consent agenda. Meriah Nichols seconds. Motion passes unanimously. Hearing no objections, consent agenda approved by general consent.

1. Division of Vocational Rehabilitation (DVR) Report VRA Maureen Bates
   1. Status of HDVR Order of Selection
   2. Status of HDVR Data by County this Quarter
      * New Applicants
      * New Determined Eligible
      * New Individualized Plan for Employment
      * Cases Closed
   3. Status of HDVR Competitive Integrative Employment this Quarter
   4. Status of HDVR Upcoming Goals & Priorities
   5. HDVR Agency Updates

VRA Maureen Bates reviewed the DVR Reports and responded to questions for clarification. Notably, Maureen Bates discussed the resolve of the Category 1 wait list in April, which meant if somebody is applying for DVR services, and they're eligible under Category 1, they would proceed into individual plans for employment. DVR will continue to resolve Category 2 as resources and staffing allow, and hopefully, Category 3 thereafter -- and try to get other deferred list matters resolved by the September 2022.

Maureen Bates stated DVR had 2,379 participants in DVR receiving services and then 7,369 individuals in potentially eligible status meaning they do not have DVR individual plans for employment, just receiving five pre-ETS services. This represents 3,118 individuals in programs receiving services currently. Maureen Bates added that DVR made modifications to the Unified State Plan and thanked our State Rehab Council for engaging with DVR in April and May. Edits were made then submitted Rehabilitation Services Administration.

Legislatively, Maureen Bates reported DVR anticipating the final touches on House Bill 1600, which would restore funding to 11 vacancies; and revert all positions from temp to permanent. DVR was also awarded additional funds state funds for match and maintenance effort requirements. DVR also retained funding for the deaf and hard-of-hearing community resource center.

Break – 11:00 am – 11:10 am

State Rehabilitation Council Verbal Reports  Howard Lesser

* 1. Partner Council Client Assistant Program (CAP) Service Provider Report

Howard Lesser provided a verbal report on behalf of Client Assistant Program (CAP). Since last reporting in November 2021, Howard noted the submission of the annual program performance report for the client assistance program.

1. New Business Chair Evan Nakatsuka
   1. April 12-14, 2022: Councils of State Administrators of Vocational Rehabilitation (CSAVR) Virtual Spring Conference Howard Lesser

Howard Lesser reported on his review of the conference materials which was made available to the SRC.

* 1. SRC Annual Budget

The SRC is behind schedule in presenting a budget to the committee for review. Evan Nakatsuka opened the discussion to the council if there were any questions regarding ongoing expenses that the Executive Committee can present at the next scheduled meeting. Howard Lesser moved and Annette Tashiro second the notion for a more specific budget to present to the SRC at the next meeting.

* 1. Nominate Officers for SRC Executive Committee

Chair, Vice Chair, Secretary

* 1. Officers Election

Evan Nakatsuka reported that according to SRC bylaws, the Executive Committee needs to identify slate of candidates to serve as officers for the upcoming state fiscal year. A slate of nominations was prepared. Any additional nominations for any of the officer positions was welcomed. For the chair position, Annette Tashiro was nominated; for vice chair, Meriah Nichols; and for the secretary position, Wally Soares. The SRC unanimously voted to confirm all 3 persons to their nominated seats.

* 1. Nominate Committee Chairs
     + Legislative Committee
     + Membership Committee
     + Needs Assessment Committee
     + Policy and Procedures Committee
     + State Plan Committee

The SRC unanimously voted to confirm all 6 persons to their nominated committees. A listing of all committee chairs and committee members will be published forthcoming.

1. Upcoming Events Chair Evan Nakatsuka
   1. SRC 4th Quarter Meeting- Friday, August 26th
   2. CSAVR/NCSRC Fall 2022 Conference
   3. National Coalition of State Rehabilitation Councils, Inc. (NCSRC) Online Meetings
2. Comments from the Public Chair Evan Nakatsuka

None.

1. Adjourn Chair Evan Nakatsuka

Nani Watanabe moved the meeting be adjourned. Vickie Kennedy seconded the motion.

The meeting was adjourned at 12:46 pm.

**Client Assistance Program (CAP) Activities Report submitted by Howard Lesser, CAP representative on the State Rehabilitation Council, 5/10/22**

**● CAP client issues included inquiries as to status on waitlist of Order Of Selection (OOS), referrals to intake of students who are transitioning from school to post-secondary education or employment, and explaining client’s grievance rights and exhausting administrative remedies.**

**● gave a presentation to Hakipu’u Charter School, located at Windward Community College.**

**● 217 CAP brochures, including 100 distributed to Ho’opono.**

**● participated in the virtual spring Council of State Administrators of Vocational Rehabilitation (CSAVR), 4/12/22-4/14/22.**

**● registered for the annual CAP/National Disability Rights Network (NSRN) conference 6/6-6/8 in Washington, D.C.**

**● planning a short**

State Rehabilitation Council Community Rehabilitation Provider (CRP) Report May 20, 2022 Vocational and Work Adjustment Training Services in the

Department of Education High Schools, have ended for this current academic school year. There has been reported success in the program although Covid-19 continued to pose a challenge as classes frequently are postponed or canceled. Some agency providers are working on developing an employment transition plan for students who attend the various VWATS programs. The goal is to partner with businesses to create an on the job training program for students currently enrolled in school.

Employers around the state continue to report difficulty finding and hiring employees. Various employers are offering starting wages and hiring bonuses that directly impact provider agencies who cannot compete with such a competitive wage. However, this positively impacts opportunities for consumers looking for employment.

Tira Kamaka

Vice President of Program Services

Arc of Kona

**SILC Report for SRC Quarterly Meeting, May 20, 2022**

**Submitted by: Annette Tashiro, SILC Representative/SILC Chair**

The Statewide Independent Living Council (SILC) continued to promote independent living and the integration of people with disabilities into the community and to aid individuals in achieving their goals and basic human rights.

Five core services include: Information and referral, independent living skill building, peer support, individual and system advocacy, transition services for youth and people who are aging as requested by consumers in their communities statewide.

Since the last SRC Meeting in February:

* SILC Vice Chair attended the last SRC Meeting held on February 18.
* That same day, SILC Chair attended the Transition Quarterly Meeting hosted by the Division of Vocational Rehabilitation. The Interagency Transition Quarterly Meetings included various State agencies such as the Department of Education, Department of Health Developmental Disability Division, Developmental Disabilities Council, and the UH Center on Disability Studies. The February 19 meeting focused on Independent Living. Aloha Independent Living of Hawaii gave an extensive presentation on their services and SILC Chair attempted to provide background information on the Independent Living Movement in the State of Hawaii.
* SILC BOD Members continued to provide IL training and support services to their communities and collaborating agencies.
* SILC Chair continued to attend FEMA calls. She participated on the Federal Emergency Management Administration (FEMA) hosted call on February 24, 2022, and the focus was on FEMA’s 2022-26 Strategic Plan. FEMA has monthly calls to stakeholders across the nation regarding Disaster Preparation: tools and resources for people with disabilities. FEMA’s Office of Disability Integration and Coordination and the DHS (Department of Homeland Security) Center for Faith -Based and Neighborhood Partnership have also collaborated with FEMA on the Strategic Plan.
* SILC Board members attended the Day at the Capitol on March 3, 2022. The Hawaii State Council on Developmental Disabilities along with a long list of Event Contributors presented the 2022 Virtual Day at the Capitol in celebration of Developmental Disabilities Awareness Month. The Program was impressive with State Senators and Representatives who were formally presented as they arrived on Zoom. Various officials from the Department of Health welcomed the attendees. There were legislative updates, announcements of public hearings, status of Bills being worked on, etc. State Advocacy Advisory Council officers took turns at doing introductions as well as addressing issues and concerns to key leaders. Although, many zoom attendees had attended past Day at the Capitol in-person, it was still heartwarming to observe so many people in attendance and committed to inclusive, equitable, and independent communities.
* SILC members attended the Kupuna Caucus Meetings held on March 4 and April 1. There was no meeting for May. The March 4 Meeting had Dr. Della Lin presentation on Hawaii Crisis Standards of Care Triage and the concern that age would be used as a tiebreaker when deciding how to ration healthcare within a crisis framework. April 1 Meeting had Lisa Radak, Dean of Health Academic Programs at Kapiolani Community College, Kupuna Education Center program. She presented UH/Kapiolani’s focus on Long Term Care resources and the education of care providers as well as opportunities for Kupuna to participate in enrichment classes at the campus. She could not speak for the other Community College campuses but implied that they had their own Kupuna outreach programs.
* SILC Chair attended the Hawaii Association of the Blind State Convention held on March 5, 2022. The schedule was packed with knowledgeable and informative speakers from the State Library; DVR, DOE, descriptions and audio connections to the arts; accomplishments of the young people who are experiencing life and adjusting to challenges; and celebrating people who are role models and their accomplishments.
* Civil Beat, Civil Café presented the 2022 Legislative Update. SILC Chair attended the event and listened to Majority Leader, John Mizuno-D28 and Minority Leader, Val Okimoto-D36 review various legislations going forward in both the Senate and House.
* On March 10, SILC Chair attended the White House Call for Americans with Disabilities with Lisa J. Pino, Director of the Office for Civil Rights at the US Department of Health and Human Services. She is a former senior executive service official appointed by President Barack Obama and served at the U.S. Department of Homeland Security. She spoke on Civil Rights and efforts of inclusion and employment equity.
* SILC Chair requested a meeting with Chuan Chinn to outreach with the UH Center on Disabilities Studies. Ms. Chinn hosted the Zoom Meeting on March 14, 2022. The meet and greet with Ms. Chinn focused on High School Transition for students with disabilities. SILC Chair shared information with Ms. Chinn on the history of Independent Living in Hawaii and the Statewide Independent Living Council. She did not seem interested in pursuing any collaboration with the SILC of Hawaii.
* On March 15, 2022, SILC Chair attended Signs of Alzheimer-Alzheimer Association Webinar with Dr. Stephen P. Salloway, MD, Neurologist. He presented the major signs of Alzheimer disease and how families can respond to the behaviors and challenges with family members who may be experiencing onset of dementia.
* SILC Chair logged on to the NACDD/FEMA: Developmental Disabilities Awareness Month-Innovation and Sustainability in Emergencies Call on March 16, 2022. Listened via phone on zoom for a presentation by State DD Councils and how they innovated equitable solutions through partnerships with FEMA, ACL, and the CDC. Learned about what other states were doing to connect with the various agencies that advocate for people with Intellectual Disabilities and how advocates are contributing to their various communities. (HI-Feeling Safe Being Safe is a great example of how SAAC trainers advocate for emergency preparedness).
* SILC Chair made a commitment to attend as many other consumer meetings as possible to outreach and connect with communities where people with disabilities in Hawaii are working on living their best lives. SILC Chair attended the Disability and Communication Access General Board Zoom Meeting held on March 17, 2022.
* SILC Chair attended the ILRU Webinar-Independent Living Services for Minority Youth with Disabilities on March 22, 2022. The Webinar was on advocating for minority youths’ inclusion to transition planning. Hawaii’s youth in Special Education are mostly minority youths who need Transition Services. Although there is a DHS/DVR partnership with the DOE, Transition Services procedures still need to be more efficient and effective along with including independent living efforts.
* SILC conducted the Quarterly-Community Stakeholders Information Meeting on March 24, 2022. Brian Hauser from Aloha Independent Living shared information on the Tele Connect Program that was started with CARE funds. Paula McElwee from the IL-NET National Training and Technical Assistance Center for Independent Living did an Overview and Review of the Statewide Independent Living Council. She also informed the SILC Board that SILC of Hawaii was breaking the law by continuing to keep staff working without being paid. The SILC Leadership Team was tasked to remedy the situation.
* On March 29, 2022, SILC received notification that the Annual Performance Report for FY 2021 which included data from both DVR and SILC was approved by the Administration for Community Living. The Program Performance Report for FY2020 that needed revision was also approved.
* SILC Chair attended the NFB of Hawaii, Anuenue Chapter Meeting on April 4 and attempted to attend the Kauai Chapter of the NFB of Hawaii on April 7 and 14, 2022. There are two consumer groups for people who are blind or visually impaired in Hawaii: Hawaii Association of the Blind and the National Federation of the Blind of Hawaii. Both are affiliated with National organizations. Both national organizations hold their national conventions in July. NFB of Hawaii scheduled their State Convention on May 13 and 14. Hawaii Association of the Blind held their convention on March 5 as previously reported.
* As of April 1, the SILC Office staff were placed on furlough. SILC Board and Leadership Team have been working on bringing SILC of Hawaii up to date on their business proceedings. There are still debts that need to be reconciled. With the support of DVR, SILC of Hawaii continued to advocate for independence, inclusiveness, and equity for people of Hawaii with disabilities.
* Hawaii Self-Advocacy Advisory Council held their monthly General Membership Meeting on April 21. SILC Chair tried to attend as many monthly meetings as possible which is held on the third Thursday of the month. There was no meeting for March due to the Day at the Capitol. This month’s meeting had comments and announcements for various programs that members have participated in.
* On April 25, the SILC Chair and two other SILC community stakeholders met with Department of Community Services, Director, Anton Krucky, Deputy Director, Aedward O. Los Banos, and County Executive on Aging, Derrick Ariyoshi regarding the piloting a County Committee on Persons with Disabilities with administrative responsibilities shared by Department of Community Services, Equal Opportunity Office, and the City Clerk’s Office. This is a revolutionary undertaking by the City and County of Honolulu to provide thoughtful recommendations in all aspects of City Government: compliance, advocacy, and systems process to support policies, programs, and systems changes that maximize independence and community integration for Oahu residents with disabilities.
* On April 26, FEMA held a Stakeholder Engagement Event for Autism Acceptance Month. The FEMA Office of Disability Integration and Coordination and Autism Speaks presented information and resources on Autism for the monthly call. The CDC has estimated that 1 out of 44 children and 1 out of 45 adults are included in the spectrum. Before, during, and after disasters, people with disabilities must have what they need to survive as with the general population. People with autism are more likely to have severe behavioral response due to the nature of disasters and the upheaval of regular routines. Autism Speaks.org has resources and support information for emergency responders and organizations assisting in disaster response.
* Catholic Charities Hawaii Circle of Care for Dementia held a Webinar on April 28 on: Can a Person with Dementia Live Alone? The presenter was Michael Splaine, National Dementia Expert and Advocate, Splaine Consulting, Washington, DC. Michael Splaine is assisting with advising official on the Hawaii State Plan (comprehensive Alzheimer and Related Dementias Plan). He covered: the statistics/on statistics on how many people with dementia living alone; risk of persons living alone with dementia; lessons learned from persons living in single person households with dementia; how friends, relative, advocates neighbors and service providers can help with “Living their best lives.”
* SILC chair met with Dr. Rhonda Black of UH-College of Education, Special Education Teacher Training on May 4. It was a re-acquaintance meet and greet since it’s been years since the SILC Chair visited UH Manoa, College of Education, Wist Hall. Topics of conversation included: transition, independent living for young adults with disabilities, housing, foster care, and SILC involvement for parents of adults with intellectual disabilities. SILC Chair continued to do community outreach to recruit SILC members.

May 20, 2022 SRC Quarterly Meeting

Membership Committee Quarterly Report

1. We welcome Dr. Heather Chapman as our newest member to the SRC.

* Dr. Heather Chapman will be representing the State Education Agency responsible for the Public Education of Students with Disabilities and is currently completing her Oath of Office forms that will begin 7/1/2022. Her term will run until 6/30/2023.

1. The following New Applicants are in the process of submitting their applications.
   * Joanne Inamasu – Workforce Development Council (WDC) Equal Opportunity (EO) Representative.
   * Judy Guajardo – State Independent Living Council (SILC) Representative; Boards and Commissions (B&C) has received her application and is being processed.
2. The following SRC Members whose 1st term expires 06/30/2022 have all been confirmed for their 2nd term that will expire on 6/30/2025:
   * Rosie Rowe - Parent Training & Information Center
   * Wally Soares - Disability Advocacy Group
   * Annette Tashiro - Disability Advocacy Group (previously SILC)
   * Dr. Catherine Taylor - Disability Advocacy Group
   * Nani Watanabe - Disability Advocacy Group
   * Stan Young - Disability Advocacy Group
3. The Boards and Commissions (B&C) has sent a notice to Howard Lesser – CAP representative. He has reached his term limit but DVR is working with Howard to reverse this decision. Howard is working on the steps to ensure his position and will be sending it to the B&C.
4. SRC Members whose 2nd term expires 06/30/2022.
   * Jodi Asato - Business Industry & Labor
   * Christina Pascua-Galdiano - Disability Advocacy Group
   * Terry-Ann Moses - Disability Advocacy Group and Kauai

The SRC thank them for their representation and dedication to advocate for individuals with disabilities.

1. The following representations will be vacant starting July 1, 2022:

* Business, Industry, & Labor
* Private Vocational Rehabilitation Counselor
* Disability Advocacy Group
* Representative from Kauai

1. As everyone may recall, last year, we scheduled an annual orientation/training meeting to comply with Bill SR 131 which required state agencies to provide training for all their newly appointed board members.  This training has evolved since last year and now includes material available from San Diego State University for SRCs, as well as from the State of Hawaii Office of Information Practices.  This training is self-paced and allows new members to complete the modules on their own time. See attached.

Submitted by Membership Committee Co-Chairs Art Cabanilla/Jodi Asato

Membership Committee Co-Chairs

May 2022

**HDVR Agency Updates**

**Hawaii Division of Vocational Rehabilitation (HDVR)**

**SRC Meeting 3rd Quarter – May 20, 2022**

PY21 Q3: January 1, 2022 – March 31, 2022

**Modifications to the Unified State Plan**

HDVR completed 1st round of modifications to Unified State Plan in March 2022 and federal requested updates on April 28, 2022 and May 11, 2022. Hawaii’s USP 2020-2023 modifications are slated to be approved by June 2022.

HDVR completed negotiations with RSA on April 20, 2022 for the WIOA Expected Levels of Performance for PY22-23. Below are the agreed upon negotiated rates for WIOA Performance Reporting:

|  |  |  |
| --- | --- | --- |
| **Indicator** | **PY 2022 Negotiated Level** | **PY 2023 Negotiated Level** |
| Employment (Second Quarter After Exit) | 33% | 37% |
| Employment (Fourth Quarter After Exit) | 37.5% | 39.5% |
| Median Earnings (Second Quarter After Exit) | $4,400 | $4,500 |
| Credential Attainment Rate | 20% | 22% |
| Measurable Skill Gains | 35% | 36% |

**RSA Corrective Action Plan**

DVR completed RSA Corrective Action Plan (CAP) reporting on 4/30/2022 in response to RSA’s 2019 Monitoring Report findings.

* DVR entered into an Intensive Technical Assistance Agreement (ITAA) on April 6, 2022, with VR TAC-QM for assistance with resolving RSA CAP findings and addressing other program and process improvements.

**Legislative update: (expected outcomes per HB1600 HD1 SD2 CD1)**

* Restored funding for 11 vacancies
* Conversion of 7 temporary positions to permanent status (for improved recruitment and retention of qualified staffing)
* Maintain general funds for deaf and hard of hearing community resources
* Additional general funds of $318,000 to ensure HDVR meets federal MOE requirements

**HDVR Staff Vacancies**

* + currently 38 vacancies agency-wide due in part to
    1. Last Year’s Hiring Freeze under the Governor’s Emergency Proclamation
    2. Increase in Positions funded by SSA for DVR’s Disability Determination Branch
    3. Retirements

**DVR Workforce Development and Partnership Updates:**

1. DVR hosted a Transition meeting (Feb 2022) which is held quarterly with staff from the Dept. of Education, the Dept. of Health Developmental Disabilities Division, DD Council, and UH Center for Disability Studies. These meetings are held to provide information and opportunities to streamline and collaborate on activities within the agencies providing services to students with disabilities. The focus of this quarterly meeting was to provide information on community resources related to independent living, employment, and training opportunities through our Community Rehabilitation Programs as students transition from school to work, and Introduction of a Family Engagement Transition Toolkit.
2. Business Highlights meetings hosted by DVR engage employers who share information about their businesses and job opportunities with DVR staff for referral of qualified candidates. Employers are also encouraged by DVR staff to explore work-based learning experiences for VR participants and potentially eligible SWD. AJC staff statewide have joined these meetings. As a result, HDVR has established and strengthened great working relationships which have resulted in opportunities for employment, internships, and work-based learning experiences for our participants. The most recent business highlights were with:
   1. Nordic PCL Construction, Inc. (General Contractor) – February 2022
   2. R.M. Towill Corporation (Engineering Consultant) – February 2022
   3. Target – April 2022
   4. Blind Vendors Ohana – May 2022
3. HDVR’s Employment Team have met with the following businesses to discuss the possibility of establishing Work Based Learning Experience within their companies:
   1. Queen’s Health System
   2. Hawaii Primary Care Association
4. Partnership Agreements
   * CVS Health– this agreement is in its final stages of execution and HDVR expects to have this completed in July 2022 to be implemented in the upcoming school year.
     + CVS Health Observational Training Agreement - Students will engage in 16 hours total of training through visual observation and verbal instruction only. Trainees will be allowed to “shadow” CVS Health employees in the performance of their duties, but Students will not engage in any hands-on performance of employee tasks.
     + CVS Health Front Store Work Experience Training Agreement – CVS working with DVR staff will identify where within CVS a VR participant will receive hands-on training opportunities.
   * Partnership Plus Agreement – HDVR will be reaching out to Employment Networks to discuss the Social Security Ticket to Work Partnership Plus Agreement, which has been finalized as of May 11, 2022 and is ready to be executed.
   * DHS/DVR and DOH/DDD MOU – currently being reviewed by DOH and DHS Attorney Generals.
   * Defines the responsibilities and partnership of these State agencies to improve opportunities for competitive integrated employment for individuals with disabilities. This agreement will also reinforce job retention rates with long-term supports for individuals accessing both HDVR and DOH/DDD employment services.
   * Cooperative Agreement (CA) for Hawaii Employment First Task Force Collaboration is being routed for signatures from Partner Agencies and is expected to be executed by July 2022.
     + Vision: Partner agencies align non-duplicative public resources to ensure competitive integrated employment is supported as the maximum priority for partner agencies serving people with disabilities.
     + Desired Outcomes: Clarification of roles and stronger collaboration will lead to an increased number of individuals with significant disabilities
     + Partner agency roles are outlined in the CA
     + Partner agencies:
       - DHS Division of Vocational Rehabilitation (DVR)
       - DOH Developmental Disabilities Division (DDD), Developmental Disabilities Council (DDC), Adult Mental Health Division (AMHD), Child and Adolescent Mental Health Division (CAMD)
       - DOE
       - UH Center on Disability Studies (CDS)
   * MOA with DBEDT
     + DBEDT provided DVR 100 memberships for HDVR participants to access FlexJobs online job search services through the Hawaii Remote Work Project. Participants can access opportunities for flexible and remote jobs, and other career services through FlexJobs.
     + DVR has assigned 6 of 100 FlexJobs licenses YTD

**DVR continues to Strengthen Workforce Parity for VR Candidates**

Our mission is to serve our participants, ensuring they are qualified candidates for employment in Hawaii’s workforce. **Staff work as a team so participants can achieve their hopes and aspirations for meaningful employment through timely and individualized vocational rehabilitation services.**

**DVR Community Partnerships and Success Stories**: (Oahu Branch Activities)

* Summer Youth Employment Program (SYEP) - Oahu Branch has been working very closely with CRPs and employers in the community. 50 transition-aged youth are participating in a paid work experience.
* Youth camp – Collaboration between DVR, CRP, YMCA, and Community Businesses to provide workshops and information sessions to 28 transition-age youth.
* Partner with Hawaii Youth Correctional Facility (HYCF), Olomana School, and a CRP to provide work opportunities for incarcerated youth to gain work experiences and certificate track workforce training while in HYCF. These experiences and certificates will give the youth the confidence and a better chance at success when they leave HYCF and need to transition into the community and workforce.
* Successes from CRP collaboration efforts:
  + JA: Began with a CRP as a SYEP referral who was interested in visual arts. Completed the SYEP and placed with a successful graphic designer on-island.
  + JI: Began with CRP as a SYEP referral. Completed classroom training and paid work experience and was hired as a permanent employee.
  + IH: Through PWE has become an employee at his worksite giving guided tours for guests.
* Several youth (deaf-blind) from DVR Deaf Services Section (DSS) will be attending the Summer Youth Vocational Program at the Helen Keller National Center in New York. They get to meet peers from across the country and these Deaf-blind students with disabilities are prepared for employment and gain confidence to undertake transitions after High School.
* 5 participants from DVR DSS just completed their 1st year at Gallaudet University in Washington, DC. They will be starting their 2nd year in Fall 2022.

**Ho’opono Services for the Blind Branch (SBB):**

* Ho’opono has a New Visions Program which offers a licensed curriculum of effective blindness skills, methods and techniques leading to increased self-confidence, empowerment, and competitive employment. Generally, students are enrolled in program classes that run approximately 12 months. Throughout the pandemic, our New Visions teachers have been conducting virtual classes via Zoom and telephone to teach adults blindness skills which enable them to succeed in higher education and employment. We did have an exception made for cane travel (orientation and mobility) classes, which were taught in person throughout the pandemic. The great news is that in person New Visions classes have resumed! Student apartments are now open and will be able to provide a residential component to the program so that blind and visually impaired adults statewide can have a place to stay and practice their newly learned skills in a supportive environment while they are in the New Visions Program training.
* We are also very happy to announce that SBB’s Low Vision Clinic has reopened, and we are in the process of scheduling people for eye exams in May. The Low Vision Clinic optometrist has years of experience in performing examinations and making recommendations for individuals who have minimal residual vision, as to aids and devices which may help them to maximize their residual vision in order to perform every-day life tasks. Appointments will be available in every county starting soon. Exams are free of charge.

**Data Report**

**Hawaii Division of Vocational Rehabilitation (HDVR)**

**SRC Meeting 3rd Quarter – May 20, 2022**

Data Period: PY21 Q3: January 1, 2022 – March 31, 2022

1. **Status of HDVR Order of Selection**

* HDVR implemented an active Order of Selection (OOS) on October 1, 2017.
* On July 8, 2019 a modification was made to the OOS Deferred Services Waitlist affecting Priority Category 1, persons with the Most Significant Disability (MSD), and eligible for VR services. These individuals were taken off the waitlist in monthly increments based on HDVR’s assessment of adequate resources and the individuals date of application. They were contacted to develop an Individualized Plan for Employment (IPE) upon removal from the waitlist.
* As of April 12, 2022, HDVR has taken 1,132 eligible individuals, in Priority Category 1, MSD off the waitlist since July 8, 2019.
* As of April 14, 2022, HDVR has determined that there are adequate projected resources to meet projected costs and therefore, those individuals that have been determined eligible in Priority Category 1, who are MSD will progress directly to the development of an IPE under HDVR’s active OOS. HDVR’s active OOS Priority Category 1 is now fully open and no longer delaying VR services for these eligible individuals.
* As of April 14, 2022, a modification to the waitlist affecting Priority Category 2, Significantly Disabled (SD) began to be resolved for eligible individuals who are now being taken off the OOS Deferred Services Waitlist on a weekly basis based HDVR’s review of adequate resources. The resolution of this OOS delayed list is being conducted based on the date of application and individuals are being contacted to develop an IPE.
* HDVR anticipates resolving the active OOS Priority Category 2, SD waitlist by September 2022.
* As of May 12, 2022, there are 408 individuals on the active OOS Priority Category 2 Deferred Services Waitlist. Newly eligible individuals in this category will continue to go directly to the deferred list before they are taken off the waitlist.
* As of May 9, 2022, 100 individuals have been removed from the Priority Category 2 Deferred Services Waitlist, with IPE’s being developed with designated VRS.
* Priority Category 3, Non-Significantly Disabled (NSD) – no change at this time. Eligible individuals in Priority Category 3 will go directly to the Deferred Services Waitlist, with the goal of also resolving this by September 30, 2022.
* As of April 14, 2022, there are 38 individuals on the Priority Category 3 Deferred Services Waitlist.

Total on the OOS Deferred Services List as of May 11, 2022

|  |  |  |  |
| --- | --- | --- | --- |
| OOS by  County | Category 1 MSD | Category 2  SD | Category 3  NSD |
| Oahu | x | 237 | 36 |
| Services for the Blind | x | 4 | 0 |
| Hawaii | x | 87 | 3 |
| Maui | x | 37 | 0 |
| Kauai | x | 42 | 0 |
| Total | x | 407 | 39 |

1. **HDVR Data by Branch PY 2021**

|  |  |
| --- | --- |
| Participants Served (VR Case Type) | 2,379 |
| Potentially Eligible (Students with Disabilities) | 739 |
| Total | 3,118 |

HDVR anticipates the numbers will continue to steadily increase as more individuals are vaccinated and willing to participate in the VR program, as more eligible individuals are taken off the Order of Selection deferred services waitlist, and as more Potentially Eligible (PE) students transition to a VR case.

The following data reflects VR cases only, data of Potentially Eligible (PE) cases are not included.

Total PY21 Applications - VR

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Applications  by Branch | Q1  July – Sept. | Q2  Oct. – Dec. | Q3  Jan.- March | Q4  April - June | PY 2021 Total |
| Oahu | 34 | 18 | 21 |  | 73 |
| Services for the Blind | 8 | 7 | 5 |  | 20 |
| Hawaii | 19 | 7 | 11 |  | 37 |
| Maui | 6 | 9 | 5 |  | 20 |
| Kauai | 2 | 2 | 3 |  | 7 |
| Total | 69 | 43 | 45 |  | 157 |

Total PY21 Determined Eligible

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Eligibility by  Branch | Q1  July – Sept. | Q2  Oct. – Dec. | Q3  Jan.- March | Q4  April - June | PY 2021 Total |
| Oahu | 39 | 37 | 34 |  | 110 |
| Services for the Blind | 7 | 7 | 4 |  | 18 |
| Hawaii | 12 | 6 | 9 |  | 27 |
| Maui | 12 | 6 | 4 |  | 22 |
| Kauai | 2 | 3 | 2 |  | 7 |
| Total | 72 | 59 | 53 |  | 184 |

Total PY21 IPEs Developed

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| IPE by Branch | Q1  July – Sept. | Q2  Oct - Dec. | Q3  Jan.-March | Q4  April - June | PY 2021 Total |
| Oahu | 26 | 14 | 16 |  | 56 |
| Services for the Blind | 6 | 5 | 2 |  | 13 |
| Hawaii | 4 | 10 | 4 |  | 18 |
| Maui | 8 | 4 | 5 |  | 17 |
| Kauai | 0 | 1 | 0 |  | 1 |
| Total | 44 | 34 | 27 |  | 105 |

Total PY21 Cases Closed (Rehabilitated and Other than Rehabilitated)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Closures by Branch | Q1  July – Sept. | Q2  Oct - Dec. | Q3  Jan.-March | Q4  April - June | PY 2021 Total |
| Oahu | 74 | 25 | 21 |  | 120 |
| Services for the Blind | 6 | 0 | 15 |  | 21 |
| Hawaii | 27 | 21 | 20 |  | 68 |
| Maui | 10 | 10 | 20 |  | 40 |
| Kauai | 5 | 7 | 1 |  | 13 |
| Total | 122 | 63 | 77 |  | 262 |

1. **Status of HDVR** **Competitive Integrative Employment - PY 2021**

**Total PY21 Rehabilitated (7/1/21 – 3/31/22)**

|  |  |  |  |
| --- | --- | --- | --- |
| Branch/Section | Successful Rehabilitations | Average Wage/Hour | Average Hours |
| Oahu/Kapolei | 13 | $21.30 | 28.46 |
| Oahu/Honolulu | 1 | $10.75 | 30 |
| Services for the Blind | 4 | $18.94 | 35.5 |
| Hawaii/Hilo | 4 | $23.34 | 25 |
| Hawaii/Kona | 2 | $23.38 | 29.5 |
| Maui | 9 | $12.37 | 21.88 |
| Kauai | 1 | $12.00 | 16 |
| Statewide Total | 34 | $18.44 | 26.88 |

**PY21 Q3: 1/1/22 – 3/31/22 Successful Rehabilitations by Branch/Section**

|  |  |  |  |
| --- | --- | --- | --- |
| Branch | Successful Rehabilitations | Average Wage/Hour | Average Hours/Week |
| Hawaii/Hilo | 1 | $41.98 | 40 |
| Hawaii/Kona | 1 | $30.77 | 24 |
| Maui | 6 | $12.675 | 21.5 |
| Total | 8 | $18.60 | 24.125 |

**PY21 Q3: 1/1/22 – 3/31/22 Successful Rehabilitations by Branch/Section Detail**

**Hawaii/Hilo**

|  |  |  |  |
| --- | --- | --- | --- |
| Employment Type | Hourly Wage | Hours/Week | Job Title/Series |
| Self Employed | $41.98 | 40 | Hairdressers, Hair Stylists, Cosmetologists |
| Total Average | $41.98 | 40 |  |

**Hawaii/Kona**

|  |  |  |  |
| --- | --- | --- | --- |
| Employment Type | Hourly Wage | Hours/Week | Job Title/Series |
| Self Employed | $30.77 | 24 | Cabinet Makers and Bench Carpenters |
| Total Average | $30.77 | 24 |  |

**Maui**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Employment Type | Hourly Wage | Hours/Week | Job Title/Series | Employer |
| Competitive Integrated Employment | $20.00 | 29 | Office and Administrative Support | Theodore Dodson, DDS, LLC |
| Competitive Integrated Employment | $15.00 | 22 | Crossing Guard | County of Maui, Department of Police |
| Competitive Integrated Employment | $10.75 | 40 | Customer Service Representative | Goodwill Hawaii |
| Competitive Integrated Employment | $10.10 | 12 | Landscaping and Groundskeeping Workers | Ka Lima O Maui |
| Competitive Integrated Employment | $10.10 | 16 | Office Clerk. General | Alexander & Baldwin Sugar Museum |
| Competitive Integrated Employment | $10.10 | 10 | Laundry and Dry-Cleaning Workers | Ka Lima O Maui |
| Total Average | $12.675 | 21.5 |  |  |

**Hawaii Division of Vocational Rehabilitation (HDVR)**

**Unified State Plan – Goals and Priorities**

**Unified State Plan PY 2020 – 2023**

**May 2022 Review**

The most current Comprehensive Statewide Needs Assessment (CSNA) was jointly conducted by the HDVR, the SRC, stakeholders, and the Interwork Institute at San Diego State University for Program Years 2015-2017.  The purpose of the CSNA is to provide HDVR and the SRC with information pertinent to the allocation of resources, to the development of HDVR’s Unified State Plan for PY's 2020-2023, and to comply with the needs assessment mandate in the Rehabilitation Act of 1973, as amended.

The Triennial CSNA provides HDVR and the SRC with information regarding the rehabilitation needs of individuals with disabilities statewide.  Supporting access, awareness, and participation in the CSNA by people with disabilities and stakeholders and utilizing the information from the assessment to address VR service needs of the community is a top priority of the SRC. The CSNA for the period of 2018-2023 is expected to be completed in 2023, as delayed by the pandemic.  This contract is currently being routed for signatures with an execution date in June 2022.  Once the data is gathered from the upcoming CSNA covering the period 2018-2023, HDVR will work with the SRC and other stakeholders to address the findings in the CSNA and determine goals and strategies to address the rehabilitation and service needs of any identified minorities with most significant disabilities. The CSNA for PY 2024 - 2026 will be completed in the calendar year 2026.

The listed priorities and goals below, also included in Hawaii’s Unified State Plan for Py’s2020-2023, are based on the CSNA conducted for Program Years 2015-2017, and reviews of annual customer satisfaction surveys from 2018-2021.

**Priority 1: To provide Pre-Employment Transition Services (Pre-ETS)**

HDVR investigated the needs of students with disabilities in the 2015-2017 CSNA. It is clear from the interviews and the survey results that students in Hawaii have a need to receive Pre-ETS. Each of the Pre-ETS categories of activities were noted as a need on a recurring basis when discussing the needs of students with disabilities.

Target Population: Students receiving transition services pursuant to IDEA or a student who is an individual with a disability under Section 504 of IDEA and aged 14-21.

Required Activities under WIOA:

* Job exploration counseling;
* Work Based Learning Experiences (WBLE), which may include in-school or afterschool opportunities, or experience outside the traditional school setting (including internships), provided in an integrated environment to the maximum extent possible;
* Counseling on opportunities for enrollment in comprehensive transition or postsecondary educational programs at institutions of higher education;
* Workplace readiness training to develop social and independent living skills; and,
* Instruction in self-advocacy, which may include peer mentoring.

**Pre-ETS Goals:**

**Goal 1.1** Annually increase the percentage of participants who obtain a postsecondary credential or high-school diploma by 2% (subject to special rule), for participants with IPE's, including Pre-ETS activities.

**Goal 1.2** Annually increase the percentage of participants who during a program year achieve a measurable skill gain by 1%, for participants with IPE's, including Pre-ETS activities.

**Goal 1.3** Annually increase the percentage of participants who during a program year participate in WBLE and internships by 1%.

**Goal 1.4** Annually increase the number of participants employed a minimum of 90 days (by1%), for participants with IPE's, including Pre-ETS activities.

**Priority 2: To provide Supported Employment (SE) Services to individuals with most significant disabilities.**

Finding-1997 c287: *“The legislature finds that the rate of unemployment among individuals with developmental disabilities or other most significant disabilities is high due to the limited employment opportunities available to them. Given that individuals with developmental disabilities or other significant disabilities are capable of filling employment positions in the general workforce population, supported employment is an effective way of integrating such individuals into the general workforce population. The creation of supported employment programs can increase the types and availability of employment positions for individuals with developmental disabilities or other most significant disabilities.”* (1999 c 178 & 1:1997 c 287& 1.)  

SE is defined as employment for individuals with developmental disabilities or other most significant disabilities who require on-going supports, and long- term supports in order to fulfill their job duties successfully and retain competitive integrated employment. SE offers the same competitive and customary wages and benefits as similar non-supported competitive integrated employment positions.

Target Population: Youth with the most significant disabilities served under HDVR’s SE program services who are not under a 504 or IEP plan.

**Supported Employment Goals:**

**Goal 2.1** Annually increase the percentage of individuals with most significant disabilities who during a program year participate in Work-Based Learning Experiences (WBLE) and internships (by a minimum rate of 1%);

**Goal 2.2** Annually increase the number of individuals with most significant disabilities engaged in competitive integrated employment during the fourth quarter after exit (by a minimum rate of 1%)

**Goal 2.3** Annually increase the percentage of employers providing customized employment to individuals with most significant disabilities. Customized employment means, in general, competitive integrated employment designed to meet both the specific abilities of the individual with a most significant disability and the business needs of an employer (by a minimum rate of 1%).

**Priority 3: To increase Employer Engagement**

Employer Engagement contributes to economic growth and business expansion by ensuring the workforce system is job-driven – matching employers with skilled individuals.  Under WIOA, HDVR is required to consult with stakeholders and receive public comment on proposed approaches to successful employer engagement activities. Based on the consultations, HDVR established the following goals and priorities:

**Employer Engagement Goals:**

**Goal 3.1** Annually increase the number of employers who provide opportunities for individuals with disabilities to participate in work-based learning experiences and internships (by 1%).

**Goal 3.2** Annually increase the number of employers who provide permanent employment for individuals with disabilities (by 1 %).

**Goal 3.3** Annually increase the repeat/retention rates for employers who provide opportunities for individuals with disabilities to participate in work-based learning experiences and internships leading to permanent employment (by 1%).

**Priority 4: To develop common data collection for Unified State Plan**

Section 101(a)(23) requires DSUs to assure that the State will submit to the Secretary reports required by Section 101(a)(15) at such time and in such manner as the Secretary may determine to be appropriate. The VR services portion will be submitted with all other components of the Unified or Combined State Plan every four years with modifications submitted every two years.

WIOA describes six primary indicators of performance for core programs at the state and local levels:

1. Percentage of program participants employed during the second quarter after exit will increase annually
2. Percentage of program participants employed during the fourth quarter after exit will increase annually
3. Median earnings of program participants will increase annually
4. Percentage of participants who obtain a postsecondary credential or high school diploma (subject to special rule) will not decrease annually
5. Percentage of participants who during a program year achieve a measurable skill gain will increase annually
6. Effectiveness in serving employers will be measured annually

**Data Collection Goals:**

**Goal 4.1** In collaboration with the core partners, define the parameters for each of the six primary indicators of performance. Collaborative data collection goals from 2020 are still in progress and being carried forward to PYs 2021-2023. HDVR is currently focused on data collection and validation for the VR program and will continue to engage with core partners in order to define the parameters collectively and pursue best practices of other core partners in order to improve upon or share HDVR data collection methodologies.

**Goal 4.2** In collaboration with the core partners, identify an automated data collection system that collects the data for each of the six primary indicators of performance which is user friendly and affordable. Collaborative data collection goals from PY2020 are still in progress and being carried forward to PYs 2021-2023. HDVR is currently focused on data collection and validation for the VR program and will continue to engage with core partners in order to identify an automated data collection system that works for HDVR in order to pursue best practices of other core partners and improve upon or share HDVR data collection methodologies.

**Goal 4.3** Upon completion of goals 4.1 and 4.2, update or purchase and install automated the data system for information collection. No new automated data system has been installed for information collection since 2020.  This goal is still in progress for PY 2023.

**Goal 4.4** Train core partner staff on the use of the automated data collection system. No new automated data system has been installed for information collection since 2020.  This goal is still in progress for PY2023.

**Strategies**

Until the CSNA (covering PY 2018-2023) is completed, HDVR will continue to address the needs identified from the 2017 CSNA which include the following:

**Review the need for development and improved access to CRPs in Hawaii: (relating to Priority 2 and 3 above)**

1. Piloting programs and services to effectively serve the neighbor islands, and rural areas of Oahu.
2. Partner with WDD and HIDOE Adult Education, for agency staff to work with HDVR and share information and resources, provide cross-training, and strategize ways to increase training and placement opportunities for individuals with disabilities statewide.

**Youth and Students with Disabilities: (relating to Priority 2 above)**

1. Transform service provision to focus on employment. Promote work as an expectation for students and youth with disabilities, informing their families, and stakeholders.
2. Collaborate with legal aid supports to reduce stigma of justice involved youth and/or with criminal records to obtain competitive integrated employment.

Develop programs which include:

1. career exploration;
2. soft skills training in communication, self-awareness, accountability, and respect for oneself; and
3. training on issues such as communication with coworkers, unhelpful thinking patterns, motivation for work, and encourage peer support to work through personal barriers that may prevent youth and students from maintaining work.

**Promote strategies to prepare for, obtain and maintain competitive, integrated employment such as: (relating to Priority 3)**

1. iCan: Preparatory classes for youth and students for college and careers that represent credentials associated with high-school graduation; and
2. Project Search: Unique High School Transition Program that is employer based for one year of school-to-work program with work-based learning experiences.

Promote strategies to participate in work experience and post-secondary educational experience partnering with CRP’s, the State WDD, and the Honolulu, Maui, Kauai, and Hawaii Counties.  The Summer Youth Employment Program is a program that provides paid WBLE, internships, and employment for students and youth.

**Request technical assistance from WINTAC in Pre-ETS. (Relating to Priority 1-4)**

Ensure that the eligibility for a transition-aged youth is determined within 60 days from the date of application and the IPE is developed within 90 days from the date of eligibility determination to prevent delays in service provision and compliance.

Ensure that 504 students are aware of HDVR services and that HDVR are conducting targeted outreach to these students in addition to those served by Special Education.

Individuals with Disabilities from Different Ethnic Groups, including individuals who have been Unserved or Underserved by the VR Program:

1. Perform targeted outreach to the Native Hawaiian and Micronesian populations in Hawaii. Contact community programs serving these populations and meeting potential consumers in their communities.
2. HDVR will partner with HIDOE Adult Education to do outreach to youth with disabilities for the goal of preparing an educated and skilled workforce.
3. HDVR will partner with DLIR WDD and county AJC's to do outreach to the Veteran community in Hawaii to increase services to this population.
4. HDVR will coordinate services with the Comprehensive Service Center for Deaf, Hard of Hearing and Deaf-Blind for the provision of VR and other related employment services.

**Most Significant Disabilities and Supported Employment: (Relating to Priority 2)**

1. Provide regular training to staff on SE and how the model can be used for populations other than just individuals with intellectual or other developmental disabilities. This is especially important with the passage of WIOA as HDVR can be the source of extended services for youth with significant disabilities, according to 34 C.F.R. 361.5(c) (19), which states that youth with most significant disabilities may receive extended services for up to 4 years, or until the age of 25 when an individual no longer meets the definition of a "youth with a disability", whichever comes first.
2. Ensure consumers have access to self-advocacy training.
3. Provide benefits planning resources for all HDVR consumers that are also SSA beneficiaries. VRS and community partners will ensure that they are discussing the full range of options for work with these individuals, including striving towards self-sufficiency through work.
4. Complete agreement between DOH DDD and DVR regarding the provision of support in post-secondary training that may provide the momentum for the more robust MOA to be developed.
5. Complete agreement between HDVR and DOH Adult Mental Health Division (AMHD) for clients involved in the clubhouse programs through AMHD and development of transitional employment opportunities for persons with significant mental health barriers. This was a program that had moderate success in the past and HDVR plans to engage DOH AMHD staff in supporting dually engaged participants to achieve greater success with employment outcomes as the two agencies reinforce this partnership.
6. Initiated in 2015, under an agreement between the HDVR and the HIDOE to provide Pre-Employment Transition Services to students with disabilities, program services support students with disabilities to explore vocational options, training in soft-skills to engage in work-based learning experiences and provides paid and unpaid work experience both on and off campus. One project in particular utilizes the general learning objectives developed by the HIDOE in providing the instructional material allowing students with disabilities to explore work-based learning within the visitor/hospitality industry, after which students are placed into paid work experiences in a hotel.

**Business Services and Relations: (Relating to Priority 3)**

1. Develop employment first initiative policies and procedures.
2. Provide disability sensitivity training to employers throughout Hawaii that help businesses understand disability and increases their comfort level in working with employees with disabilities. Customize the curriculum to address the needs of the company.
3. In addition to disability sensitivity training, provide training to employers on disability law and the responsibilities of employers under the ADA, the Workforce Innovation and Opportunities Act (WIOA), and any other applicable laws. Support employers in addressing reasonable accommodations, as well as workplace accommodations for recruitment and retention of qualified employees with disabilities. Providing this kind of educational activity for employers establishes HDVR as an expert resource and can increase the likelihood that employers will be ready to recruit HDVR consumers when they have job openings.
4. Support the sustainability of Disability In: Hawaii/Affiliates on Oahu, Kauai, and Maui.
5. Increase work experience opportunities customized to meet the needs of the employers and to increase the pool of qualified applicants for permanent employment.
6. Support annual employment recognition for people with disabilities at the State Capitol.
7. Collaborate with community providers to develop marketing materials aimed at re-branding the service provision of HDVR to be an Employment First agency for people with disabilities.
8. Work cooperatively with DLIR WDD and County AJC's to facilitate outreach to businesses as partners in training and placement for individuals with disabilities seeking competitive integrated employment in Hawaii's workforce.