

# **Notice of Proposed Priority**

## **JOB-DRIVEN VOCATIONAL REHABILITATION TECHNICAL ASSISTANCE CENTER (JDVRTAC)**

**CFDA: 84.264A**

**July 8-9, 2014**

# HOUSEKEEPING ITEMS

- Today's Webinar will be recorded.
- The content on today's Webinar will be repeated tomorrow, July 9<sup>th</sup>.
- Use the "CHAT BOX" to submit a question. Please make sure you submit your question directly to the "HOST".
- Job-Driven Vocational Rehabilitation Technical Assistance Center= referred to as "JDVRTAC"

# AGENDA

- Greetings
- Purpose of NPP Webinars: Explain the content and rationale for the Job-Driven Vocational Rehabilitation Technical Assistance Center
- **BEGGING:** Submit comments through [regulations.gov](https://www.regulations.gov)
- Alert prospective applicants to the requirements of the NPP
- What we are doing and why we are doing it...reversed
- Questions
- How to submit comments
- Next Steps
- Contact Information

# WHY A JDVRTAC?

- **INFLUENCES**
  - **Presidential “Job Driven” Initiative**
  - **Federal Employment Initiatives supporting competitive, integrated work for individuals with disabilities, including hiring for federal jobs and for jobs with federal contractors**
  - **VR Performance**
  - **Efforts to develop skills for VR Counselors**

# PRESIDENTIAL “JOB DRIVEN” INITIATIVE

- <http://www.whitehouse.gov/the-press-office/2014/01/30/presidential-memorandum-job-driven-training-workers>
- Presidential memorandum to Secretaries of Labor Commerce and Education directing them to make federal workforce and training programs and policies
  - (a) more focused on imparting relevant skills with job market value,
  - (b) more easily accessed by employers and job seekers, and
  - (c) more accountable for producing positive employment and earnings outcomes for the people they serve.

# **PRESIDENTIAL**

## **“JOB DRIVEN” INITIATIVE**

Federal agency efforts were also required to be consistent with Job-driven principles contained in the memorandum:

- (a) Promote more engagement with industry, employers, employer associations, and worker representatives to identify the skills and supports workers need.
- (b) Provide support for secondary and post-secondary education entities to equip individuals with the skills, competencies, and credentials necessary to help individuals obtain jobs, increase earnings, and advance in their careers.
- (c) Make available to workers, jobseekers, and employers the best information regarding job demand, skills matching, supports, education, training and career options.

# EXECUTIVE ORDER 13548

## Increasing Federal Employment of Individuals with Disabilities

- <http://www.whitehouse.gov/the-press-office/executive-order-increasing-federal-employment-individuals-with-disabilities>
- In July 2010, President Obama marked the 20th Anniversary of the Americans with Disabilities Act (ADA) by signing [Executive Order 13548](#), designed to establish the Federal Government as a model employer of individuals with disabilities. Among other things, the directive mandated:

# EXECUTIVE ORDER 13548

- The design and implementation of model recruitment and hiring strategies, for agencies seeking to increase their employment of people with disabilities;
- Specific plan from agencies for promoting employment opportunities for individuals with disabilities;
- Increased utilization of the Federal Government's Schedule A excepted service hiring authority for persons with disabilities and increase participation of individuals with disabilities in internships, fellowships, and training and mentoring programs; and
- The implementation of strategies for retaining Federal workers with disabilities in Federal employment including, but not limited to, training, the use of centralized funds to provide reasonable accommodations, increasing access to appropriate accessible technologies, and ensuring the accessibility of physical and virtual workspaces.

# Section 503 of the Rehabilitation Act New Rules

<http://www.dol.gov/ofccp/regs/compliance/section503.htm>

On September 24, 2013, the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) published a Final Rule that makes changes to the regulations implementing Section 503 of the Rehabilitation Act of 1973, as amended (Section 503), at 41 CFR Part 60-741. The new regulations became effective on March 24, 2014.

# Section 503 of the Rehabilitation Act New Rules

- Establish, for the first time, a 7% utilization goal for individuals with disabilities. This utilization goal, applied at the job group level, is not to be used as a quota or a ceiling that limits or restricts the employment of individuals with disabilities.
- Require contractors to invite applicants to voluntarily self-identify as an individual with a disability at the pre-offer stage of the hiring process, in addition to the existing requirement that contractors invite applicants to voluntarily self-identify after receiving a job offer.
- Require contractors to invite incumbent employees to voluntarily self-identify on a regular basis.

# Section 503 of the Rehabilitation Act New Rules

- Require contractors to maintain several quantitative measurements and comparisons for the number of individuals with disabilities who apply for jobs and the number of individuals with disabilities they hire in order to create greater accountability for employment decisions and practices.
- Require prime contractors to include specific, mandated language in their subcontracts in order to provide knowledge and increase compliance by alerting subcontractors to their responsibilities as federal contractors.
- Implement changes necessitated by the passage of the ADA Amendments Act (ADAAA) of 2008 by revising the definition of “disability” and certain nondiscrimination provisions of the implementing regulations.

# **INDIVIDUALS WITH DISABILITIES HISTORICALLY UNDERREPRESENTED IN THE WORKFORCE:**

Unemployment rates (DOL 2013):

- Individuals without disabilities 6.9%.
- Individuals with disabilities 12.9%.

Workforce participation rates (DOL 2013):

- Individuals without disabilities 68.8%.
- Individuals with disabilities 20.7%.

# VR PERFORMANCE

State VR agencies have seen a significant decrease in competitive employment outcomes. (All data RSA-911)

- FY 2008 (Pre-recession): 194,979 competitive employment outcomes
- FY 2009 (first yr. recession): 171,721 competitive employment outcomes
- FY 2013 (most recent data): 176,792 competitive employment outcomes

Need extra efforts to help take more advantage of the recovery.

# DEVELOP VR COUNSELOR SKILLS

- Consistent with additional requirements for Long Term Training Grants
- Build individual VR Counselor skills to support state VR agency system building initiatives around employer engagement
- Build individual VR counselor skills in use of labor market and occupational information for use for vocational planning and informed choice

# STATE VR AGENCY EMERGING PRACTICES

New methods related to job-driven principles would help State VR agencies increase the number of VR consumers who become competitively employed. Some state VR agencies are already involved in “job-driven” practices.

- Employer Engagement: such as, using business employment representatives (by several different names), running employer account systems, participating in the CSAVR Employment Network (the NET).
- Customized Training: such as, state VR agencies becoming involved as partners with training programs that are developed in response to individual employer or industry needs, so as to increase access to such programs for individuals with disabilities.

# WHAT RSA PLANS TO DO

Establish a “Job-Driven” Vocational Rehabilitation Center (JDVRTAC).

To improve the skills of qualified personnel (state VR agency staff, other rehabilitation professionals, and providers of VR services) who are trained to provide “job-driven” vocational rehabilitation services and supports to individuals with disabilities, employers, and providers of “job-driven” skills training.

# JDVRTAC GOALS

- Increased number of employment outcomes
- Better quality jobs
- Wages
- Benefits
- Broader range of occupations

# **ACHIEVE JDVRTAC GOALS BY:**

Improving the ability of State VR agencies and associated rehabilitation professionals and service providers to work with employers and providers of training to ensure access to and opportunities for individuals with disabilities to engage in competitive employment and training.

# **JDVRTAC TA AND TRAINING IN FOUR JOB-DRIVEN TOPIC AREAS**

(a) Use of labor market and occupational information to provide individuals with disabilities with the best information regarding job demand, skills matching, supports, education, training, and career options.

(b) Disability related consultation and services to employers related to competitive employment of individuals with disabilities, including strategies for training employees with disabilities and strategies to retain or reemploy employees with disabilities.

# **JDVRTAC TA AND TRAINING IN FOUR JOB-DRIVEN TOPIC AREAS**

(c) Building and maintaining relationships with employers (at both the staff and system levels).

(d) Services and supports to providers of customized training and other employer-driven training programs that are directly responsive to employer needs and hiring requirements.

# HOW THE JDVRTAC WILL ACCOMPLISH GOALS

## Develop a knowledge base

- (a) Collect information from the literature and from existing state and federal programs regarding evidence-based and emerging practices and make this information available in an accessible, searchable and useful format.
  
- (b) Survey relevant stakeholders and VR service providers to identify job-driven TA needs and to identify existing practices that can be offered to State VR agencies and partners.

# **DEVELOP CURRICULUM GUIDES FOR TRAINING VR AND OTHER APPROPRIATE STAFF**

- Use of labor market and occupational information for purposes of planning and job matching with individuals with disabilities.
- Building programs of employer engagement, employer services, and program participation support services.
- Delivery of support services to providers of customized training and other employer–driven job training programs.
- Delivery of support services to employers who hire individuals with disabilities.

# INTENSIVE TA ACTIVITIES

**“Intensive, sustained TA”** means TA services often provided on-site and requiring a stable, ongoing relationship between the TA center staff and the TA recipient. “TA services” are defined as a negotiated series of activities designed to reach a valued outcome. This category of TA should result in changes to policy, program, practice, or operations that support increased recipient capacity or improved outcomes at one or more systems levels.

Implies that the TA provider and the State VR agency reach agreement on the goal of TA, define the goal in measurable outcomes, decide who is doing which activities to reach the goal, measure progress toward the desired outcome, and be able to define when the TA intervention has been successful.

# INTENSIVE TA ACTIVITIES

- How to research, understand, and use labor market and occupational information in making career decisions and planning vocational goals for individuals with disabilities.
- How to research, understand, and use labor market and occupational information to effectively communicate with and understand the needs of employers, jobseekers with disabilities, employees with disabilities; how to balance job-seeker skills and informed choice with the needs and demands of employers; informational resources for employers on accommodation and assistive technology; and how best to present information to employers, including what VR counselors need to know about an employer and his business.
- How to build and maintain partnerships with employers.
- How to identify and access employer-driven training programs, incorporate individuals with disabilities, including VR-eligible individuals with disabilities, into employer-driven training programs.

# UNIVERSAL AND TARGETED TA

## DEFINITIONS

- **“Universal, general TA”** means TA and information provided to independent users through their own initiative, resulting in minimal interaction with TA center staff and including one-time, invited or offered conference presentations by TA center staff. This category of TA also includes information or products, such as newsletters, guidebooks, or research syntheses, downloaded from the TA center's Web site by independent users. Brief communications by TA center staff with recipients, either by telephone or email, are also considered universal, general TA.
- **“Targeted, specialized TA”** means TA service based on needs common to multiple recipients and not extensively individualized. A relationship is established between the TA recipient and one or more TA center staff. This category of TA includes one-time, labor-intensive events, such as facilitating strategic planning or hosting regional or national conferences. It can also include episodic, less labor-intensive events that extend over a period of time, such as facilitating a series of conference calls on single or multiple topics that are designed around the needs of the recipients. Facilitating communities of practice can also be considered targeted, specialized TA.

# UNIVERSAL AND TARGETED TA ACTIVITIES

- Webinars, teleconferences, videoconferences and other virtual methods of dissemination of information and TA.
- Archiving and dissemination system that provides a central location for later use of TA products, including curricula, webinar content, and other TA products. The system would be open and available to the public.
- Provide a minimum of two webinars or videoconferences on each of the four job-driven topic areas.

# COORDINATION ACTIVITIES

- Communities of Practice related to JDVRTAC topics, including interventions.
- Communicate and coordinate, on an ongoing basis, with other Department-funded projects, and projects supported by the Departments of Labor, Commerce, and Health and Human Services.

# APPLICATION REQUIREMENTS

- This section includes current thinking on application requirements. You may comment on these as part of your response to the notice on the federal website. However, we are not going to cover this section in this webinar.
- In general, the activities outlined in this section support the purpose and activities already covered. However, this section may be the part of the NPP that will show the most change. **We are definitely interested in any comments you have on this section,** and what changes in this section that would be needed to support any content or structural changes you suggest regarding this NPP.
- **Webinars held after publication of the Notice of Final Priority (NFP) and Notice Inviting Applications (NIA) will address the requirements in the final NIA to assist prospective applicants to address the NIA requirements.**

# MORE BEGGING

**Please submit comments through [regulations.gov](https://www.regulations.gov). We encourage the following...**

- Any comments regarding additional content or improvements to existing concepts or requirements in this NPP.
- EXAMPLES of programs or partnerships that embody the job-driven principles and topic areas included in this NPP.
- Any additional features, issues, requirements or changes to the Application Requirements section that would improve the project itself or would clarify application requirements for the project.
- Comments that strengthen and improve the requirements in this, as well as the topical areas described in this NPP.

# HOW TO SUBMIT COMMENTS

- Comments must be received by **Monday, July 21, 2014**.
- **Docket ID: ED-2014-OSERS-0072**
- Instructions for submitting comments can be found in the Federal Register Notice on page 35122 in the first column on the far left hand side of the page.
- Submit your comments through the Federal eRulemaking Portal or via postal mail, commercial delivery, or hand delivery.
- Federal eRulemaking Portal: Go to **[www.regulations.gov](http://www.regulations.gov)** to submit your comments electronically.
- Information on using Regulations.gov, including instructions for accessing agency documents, submitting comments, and viewing the docket, is available on the site under “Are you new to the site?”

# WHERE TO GET MORE INFORMATION

- Grant Application and other forms: Go to <http://www2.ed.gov/fund/grant/apply/appforms/appforms.html>
- Apply for a Grant: <http://www2.ed.gov/fund/grants-apply.html?src=pn> (search under “Discretionary Grants” towards the left hand side of the page)
- Grantmaking at ED Handbook 2010: <http://www2.ed.gov/fund/grant/about/grantmaking/grantmaking.pdf>

# NEXT STEPS

- At the conclusion of the Comment Period, RSA will analyze the comments.
- RSA will draft a Notice of Final Priority (NFP) and Notice Inviting Applications (NIA) and submit into Departmental Clearance.
- Once approved, the NFP and NIA will publish in the Federal Register. The Application Kit will publish in grants.gov.
- Within a week of publication: RSA will conduct the following Webinars that will be recorded:
  - Webinar 1: Focusing on the Final Priority and Selection Criteria
  - Webinar 2: Focusing on the Application Package, which includes the Budget and additional submission requirements.
- We anticipate a 30-day application period.
- We anticipate making awards by September 30, 2014.

# PREPARATION TO APPLY

- **Now is the time to make sure you have a...**
  - Data Universal Numbering System (DUNS).
    - Obtain from Dun and Bradstreet. This can be created within 1 business day.
  - Taxpayer Identification Number (TIN)
    - If you need a new TIN, please allow 2-5 weeks for your TIN to become active.
- **Register both your DUNS number and TIN with the System for Award Management (SAM)**

# System for Award Management (SAM)

- If you are not registered in SAM, register as soon as possible.
- If you are registered in SAM, you will need to update your registration annually. This may take 3 or more business days to complete.
- Once your SAM registration is active, allow 24-48 hours for the information to be available in Grants.gov
- SAM.gov Tip Sheet, which you can find at: <http://www2.ed.gov/fund/grant/apply/sam-faqs.html>.

# PREPARATION

- **Submitting your application via Grants.GOV:**
  - You must be designated by your organization as the Authorized Organization Representative (AOR)
  - Register yourself with Grants.gov as the AOR.
  - Details on these steps are outlined at the following Grants.gov Web page:  
[www.grants.gov/web/grants/register.html](http://www.grants.gov/web/grants/register.html).

# CONTACT INFORMATION

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