

Director's Report

December 1, 2022

RSA Monitoring Review: We have received the draft report. We are digesting and preparing to respond by January 13th with any factual inaccuracies or additional information needed. We will then receive the final report and will need to develop a Plan of Corrective Action Plan.

VT Career Advancement Project: We are fully operational with our six Career Pathway Navigators (CPNs). We have begun enrollments and are pleased with the uptake thus far. The CCV Student Advisor has been hired and joined the team. The CPNs have been getting lots of great training. The Governance Team is meeting on a regular basis and is an engaged committed group. We have begun to plan for the addition of 6 additional CPNs next Fall.

VTWorks 2.0: We have just reviewed mid-point data and it very promising. Of 142 enrollees. 68 are working, 26 are engaged in education and training and 15 have fully worked their way off benefits. We have a year to go and continue our positive trends.

Opioid Employment Projects: We are almost fully staffed in the two pilot areas. We have hired two counselors with lots of experience in serving people in recovery. We are optimistic about potential candidates for EAP clinicians. The Substance Use Disorder Programs (formerly ADAP) from the Department of Health provided the entire team with very practical training on the Hub and Spoke Model in Vermont and provided local contacts for our staff. We continue to be very excited about doing this work and believe we will learn a tremendous amount about to effectively serve people in recovery. Employment is a social determinant of health for this population.

HireAbility Marketing: We plan to continue our work with the Place Creative in the upcoming year. We have established three priorities. Outreach to people with chronic health conditions. Often people with chronic health conditions do not see themselves as having a disability but they are potentially eligible for our services. We will launch this outreach plan in March of 2023. Recruitment of qualified rehabilitation counselors. Given the tight labor market, we need to

intensify our recruitment strategies. We will develop a video and materials we will share broadly with post-secondary institutions that offer a master's degree in rehabilitation counseling. Even our broader marketing efforts have resulted in applicants for our counselor openings. We have built some strong internship pipelines and we want to nurture and build new ones. Our third priority is to market our "earn and learn" opportunities for Vermonters including apprenticeships, internships and more. As long as resources allow, we anticipate continuing our work to keep HireAbility visible and accessible.

Diversity, Equity, Inclusion and Access: Our DEIA work has become real. Social Contract has almost completed the assessment phase of their four-phase blueprint. We will be reviewing the results and working with SC staff to make recommendations for change. We are committing our next All Staff Meeting 1/13 to this initiative and plan to engage all staff in the effort.

Rapid Rehousing Initiative: We have dedicated time to discuss this effort in more detail this afternoon.

Centralized Intake: We are very excited about prospect of contracting with University of Wisconsin Stout to conduct eligibility workups for our vocational counselors including intake interviews, gathering medical information, and summarizing for the counselor to make the eligibility determination. They have been doing this work for Wisconsin and just started for New Hampshire and are in discussion with several other states. This would allow the counselor to focus on career pathways and the development of the Individualized Plan for Employment. We are interested in doing a pilot.

Associates for Training and Development: A decision has been made to cancel the grant agreement with A4TD to provide the Senior Community Services Employment. We manage this grant. We will be assuring that participants are held harmless and issuing an RFP for a new provider.

Employee Engagement Survey: A statewide survey done by the Department of Human Resources of all state employees on an annual basis. The division results were released by AHS yesterday. HireAbility staff rated their satisfaction with their employer and working conditions highly and were especially welcoming of our DEIA work.