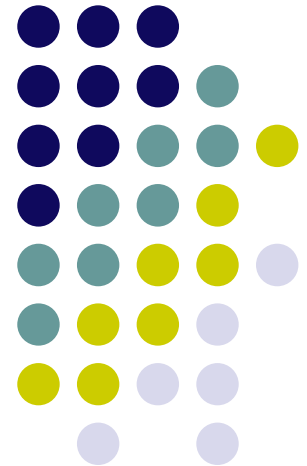




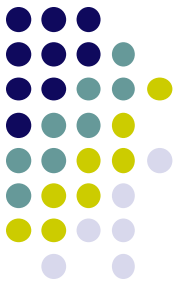
CreativeWorkforceSolutions

An Initiative of the Agency of Human Services

BAM Activities & Employer Engagement

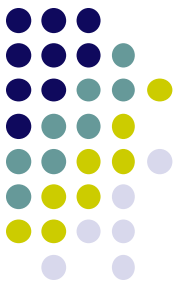


Creative Workforce Solutions



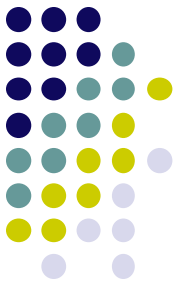
- Creative Workforce Solutions (CWS) is a public-facing entity of the State of Vermont's Division of Vocational Rehabilitation
- Our mission is to help Vermonters with disabilities prepare for, obtain, and maintain meaningful careers
- Assisting employers to recruit, train, retain and promote employees with disabilities.

Business Account Managers



- Business Account Managers (BAMs) located in all 12 Districts:
 - Connect with businesses in their local labor markets,
 - Understand the current recruitment needs, skill / credential requirements and career opportunities
 - Share that information with their District Creative Workforce Solutions (CWS) team
- BAM role is designed to:
 - Create and maintain relationships with our business customers long term
 - Promote Progressive Employment options & the benefits of hiring individuals with disabilities
 - Introduce CWS Team members
 - Provide support related to recruitment, training & retention

BAM Structure



- **Business Outreach Activity & Opportunities**

- Identify and perform business outreach activities with 2/3's of those activities driven by caseload needs
- Business outreach activities include:
 - A) Current business customers
 - B) Business customers we once worked with but have not had recent contact (12 – 24 months)
 - C) Businesses who have heard of us, but have no activity with us
 - D) Businesses who have never heard of us

- **Career Ladder Information & Development**

- Identify, gather and develop Career Ladder information, in particular, as it relates to the needs of the caseloads

- **State of Vermont / CWS Hiring Initiative**

- Ongoing Outreach to Agencies, Departments & Division
- Support from Bill Meirs & KaLii Barclay of SOV HR

Structure Cont.



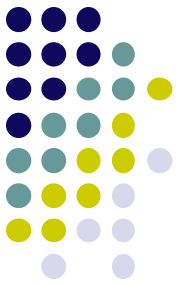
- **VCAP Grant**

- Engage business customers related to the identified industries
 - Healthcare
 - IT
 - Advanced Manufacturing
 - Construction
 - Financial Services

- **The 5 Lead Indicators**

- Assessment, Teaming, Career Focused Education & Training, Higher Wage Plan Goals and Follow Along
- Understand the 5 Lead Indicators and identify your connection, positive contributions / impacts & actions for each
- Use the 5 Lead Indicators as points to engage businesses regarding our process to prepare, develop & support VR Customers

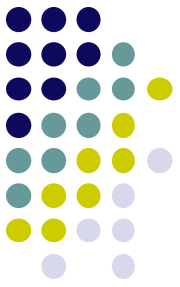
BAM Relationships



- Monthly CWS Team meetings
- Partnered with
 - VABIR
 - Mental Health
 - DS
 - ESD
 - DOC
 - VDOL
 - AOE / CTE's & School Based WBL Coordinators
- Attend Chamber, Networking & Community Events
- Have relationships with local RDCs

Activities

- Business Outreach (Caseload Driven & General)
- Job Fairs, Hiring Events
- Info & Mock Interview Events, Company Tours
- Youth Team & Summer Career Exploration
- Mature Specific Events (3 Districts)
- Employer Recognition & GCEPD Spirit of ADA
- Regional & Business specific transportation solutions
- Development of Training Opportunities with CCV, VTC, CTE's & ABE



Activities Cont.



- BAM Activity levels for last 12 months:
 - 939 unique businesses contacted
 - 3,058 outreach activities
 - 3,104 employment opportunities
 - 729 individuals identified as new points of contact

Questions & Feedback

Thank-you!

