**Emerging Practice**

**Title: North Dakota DVR Labor Market Information**

**Submitted by:** Terry Brigance

**Source:** (please bold choice and provide specific reference)

1. Research Project
2. Journal Article
3. Other Center
4. Information Gathered from VR Programs
5. **Intensive TA Provision (JDVRTAC)**
6. Other

**Highlights:** (Key Points to appear on “Practice” page in tool kit)

The North Dakota DVR (NDVR) requested Intensive Technical Assistance (ITA) for the Job-Driven Vocational Rehabilitation Technical Assistance Center (JDVRTAC) regarding Business Engagement (BE) and Labor Market Information (LMI). NDVR wanted to create a culture within the agency where all VR Counselors would be able to help clients learn to access and use LMI in a way that is easy to understand and would be meaningful to them. NDVR would partner with DOL for assistance on how to access and navigate through LMI information. The use of LMI would help clients and counselors identify vocational opportunities and the methods to achieve employment through on-the-job training, short-term training or attending postsecondary education.

Activities involved with this ITA included:

* Working with DOL, including their statistician, to walk through the use of LMI and create a cheat sheet regarding information available;
* Helping counselors and staff become more comfortable with accessing and using LMI in their work with clients;
* Building a curriculum to teach VR clients to use LMI to inform their decisions regarding employment goals;
* Teaching the curriculum by one of the Career Assessment Specialists or the Rehab Technician; and
* Exploring Delaware’s pathways work and considering the inclusion of aspects of it in LMI work.

**Description:** (full description that can be accessed by a link)

The following description is provided in a table format regarding the specifics of the BE portion of the JDVRTAC ITA:

**Agency Name:** North Dakota Division of Vocational Rehabilitation

**Project Topical Area:** Labor Market Information (LMI)

**Agency Team Members:** Jeff Jenkins, Sheri Whitmire, Twyla Hofer

**JD-VRTAC Team Members:** Terry Brigance, Vito DeSantis, Laurie Ford, Rick Kugler

**Project Start Date:** October 15, 2015

| **ACTION STEPS** | **RESPONSIBLE PERSON(S)** | **DELIVERABLES** | **STATUS** |
| --- | --- | --- | --- |
| LMI pilot project team meets to tailor LMI curriculum to ND’s needs | Twyla, Sheri, Jeff | Have a curriculum tailored to North Dakota’s needs agreed upon by members of the group that is flexible in use for each region | **Completed**; 5/1/16 |
| LMI pilot project facilitators discuss information about using LMI to help clients set and accomplish career goals with VR counselors in their own regions and collaborate with VR counselors to effectively use LMI within the assessment and counseling processes | Sheri & Jeff | Decrease the # of closures or % of closures before a plan is established or before eligibility by X amount  Decrease the amount of time it takes to establish a plan by 10%  Increase the number of clients achieving their original employment plan goal by 10% | **Completed**; 7/1/16 |
| Implementation of a job searching education group for clients consisting of the LMI curriculum tailored for ND’s needs and career pathways instruction in both the Bismarck and Fargo regions | Sheri & Jeff | Decrease the number of closures or % of closures before a plan is established or before eligibility by X amount  Decrease the length of time it takes to establish a plan by 10%  Increase the number of clients achieving their original employment plan goal by 10% | **Completed**; 7/1/16 |
| Research training curriculum to help job seekers with job search & acquisition | Ford/Kugler |  | **Completed**; 7/1/16 |
| Research & advise on LMI training for Job seekers | Kugler |  | **Completed**; 6/1/16 |
| Research Pre/Post-test protocols for LMI and Business engagement work? Provide feedback on tools used to conduct pre/post-tests | KD team |  | **Completed**; 6/1/16 |
| Help with research on CT Connect Ability soft skills training for clients & Maine’s 5 day training for clients | Ford/Kugler |  | **Completed**; 5/1/16 |
| Schedule end of year agency webinars |  |  | **Completed;**  1/3/17 |
| NDVR presents project webinar at completion of year |  |  | **Completed**; 2/22/17 |

**Evaluation and Potential Impact:**

The Evaluation and Status of the Action Steps are listed above. In addition, the following outcomes occurred:

* Assigned two Career Assessment Specialists and One Rehab Technician to develop this part of the project;
* Conducted survey about VRC use of LMI;
* Developed instructional guides and worksheets to be used in a group format after several meetings with one another and many including JD-VRTAC staff;
* Implemented a pilot in the Fargo and Bismarck regions for the summer of 2016;
* Discussed project with staff in all regions around the state during a video-conference; and
* For the Fargo, N.D., Region:
* 32 received LMI instruction;
* 6 completed LMI worksheet for VRC;
* 1 obtained employment a month after finishing LMI worksheet; and
* 1 brought LMI worksheet for VRC but has no desire to work on it.

**For More Information:** (a specific link or person to contact)

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