

Student HireAbility Three-Year Action Plan

Instructions: The three-year action plan must be developed in consultation with the local VR offices in the workforce development area. The plan must include goals, strategies, deliverables, accountable parties, and timelines for each deliverable listed. The Board's completed Student HireAbility Navigator Plan must be submitted to TWC within six months of the initial contract effective date or, no later than six months after the initial hire date of the Student HireAbility Navigator, whichever is later. Plans must be submitted to TWC at the following email address: StudentNavigators@twc.state.tx.us. After submission of the initial Student HireAbility Navigator Plan, plan updates are to be submitted at least annually as part of the Board's quarterly report. TWC staff will review and accept the Student HireAbility Navigator Plan within 30 days of submission and may request additional detail or revision prior to final acceptance of this deliverable

Workforce Development Board Name:

Start date of three-year action plan:

End date of three-year action plan:

Initial or Amended plan?

Initial:

Amended:

If amended, please include the date initial three-year action plan was approved:

Student HireAbility Navigator assures that the three-year action plan was developed in consultation with local VR offices in the workforce development area.

Yes No

Capacity Building and Systems Development

Deliverable: Develop and sustain relationships with VR staff, including but not limited to regional management, regional program staff, VR counselors, managers, and supervisors. Facilitate ongoing communication with VR staff and work jointly when developing activities outlined within this chapter

Description of planned actions and strategies:

Parties involved:

Start and end dates:

Deliverable: Develop and/or disseminate information to increase community and system awareness of the resources and activities available to students with disabilities in the following five pre-employment transition services (Job Exploration Counseling, Work-based Learning, Counseling on Postsecondary, Workplace Readiness Training, Self-advocacy)

Description of planned actions and strategies:

Parties involved:

Start and end dates:

Deliverable: In coordination with VR staff, develop and sustain relationships with the education partners in the local workforce area, including but not limited to school districts, Education Service Centers and home school organizations, to promote awareness and availability of pre-employment transition services and Workforce Solutions programs to schools, parents, and students

Description of planned actions and strategies:	Parties involved:	Start and end dates:

Deliverable: Promote the use of online career exploration, postsecondary education planning, and work readiness tools, including those available through TWC's Labor Market and Career Information Department

Description of planned actions and strategies:	Parties involved:	Start and end dates:

Deliverable: In consultation with Workforce Solutions Offices, local VR offices, local education agencies, parents and students with disabilities, employers, and community partners, develop effective and innovative strategies to:

- Provide information on VR and Pre-ETS to students who are members of traditionally unserved and underserved populations.
- Enhance oppourtunities for postsecondary activities for students with disabilities.
- Coordinate and/or monitor implementation of the strategies

Description of planned actions and strategies:	Parties involved:	Start and end dates:

Partnerships and Collaboration

Deliverable: Identify community partners and establish collaborative relationships. Convene and/or attend workgroups, committees, coalitions, and cross-agency teams to foster system and community coordination of pre-employment transition services and activities for students with disabilities. Collect and disseminate information to Board and VR staff.

Description of planned actions and strategies:	Parties involved:	Start and end dates:

Deliverable: Provide information, training, and technical assistance to Workforce Solutions Offices, local VR offices, school districts, Education Service Centers, community partners, and employers, regarding resources and activities available to assist students with disabilities to transition successfully to postsecondary education, employment, or both

Description of planned actions and strategies:	Parties involved:	Start and end dates:

Deliverable: Develop and coordinate events, campaigns, and other activities that promote the Texas HireAbility Campaign and increase student and family awareness of and access to pre-employment transition services

Description of planned actions and strategies:	Parties involved:	Start and end dates:

Deliverable: Represent Student HireAbility Navigator program by serving as a liaison between VR & Workforce Solutions Offices and the Board. Assist with VR related activities and ensure that programs developed are accessible and inclusive.

Description of planned actions and strategies:	Parties involved:	Start and end dates:

Deliverable: Partner with Student HireAbility Navigators within the VR region and state to accomplish and expand program deliverables outlined in this chapter.

Description of planned actions and strategies:	Parties involved:	Start and end dates:

Responsibilities to Inform and Engage Employers

Deliverable: Develop relationships with Board and VR staff, including but not limited to Business Relations Coordinators, Community Outreach Specialists and Business Service staff. Student HireAbility Navigators will organize events and activities that promote vocational rehabilitation services and increase employers understanding of the abilities of students with disabilities.

Description of planned actions and strategies:	Parties involved:	Start and end dates:

Deliverable: Disseminate information and resources to employers and community partners.

Description of planned actions and strategies:	Parties involved:	Start and end dates:

Deliverable: Coordinate with Board and VR staff to develop provide training and/or resources to educate, support, and enhance employers' awareness of disability etiquette and accommodations for students with disabilities

Description of planned actions and strategies:	Parties involved:	Start and end dates:

Deliverable: Collaborate with Board and VR staff to develop work- based learning opportunities for students with disabilities, including internships, summer employment, other employment opportunities available throughout the school year, and apprenticeships

Description of planned actions and strategies:	Parties involved:	Start and end dates:

Deliverable: Conduct outreach and develop relationships with business and industry organizations, including local chamber of commerce, economic development collaboratives, and local employment organizations

Description of planned actions and strategies:	Parties involved:	Start and end dates:

Additional Goals

Please use this section to describe any additional goals, partners, and start/end dates.

Description of planned actions and strategies:	Parties involved:	Start and end dates:

TWC-VR Approval Section

Instructions: This section to be completed by TWC-VR staff.

Date three-year action plan was received:	
Name of TWC-VR staff who received the plan:	
Date additional information was requested from Student HireAbility Navigator:	
Name of TWC-VR staff requesting additional information:	
Date additional information was received from Student HireAbility Navigator:	
Name of TWC-VR staff who received the additional information:	
Date plan approved:	
Name of TWC-VR staff who approved report:	