

Melita

From: Melita DeBellis [melita@gcepd.org]
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To: melita@gcepd.org
Subject: From the Governor's Committee on Employment of People with Disabilities

Governor's Committee on Employment
of People with Disabilities



Welcoming Motivated Workers!

ABILITIES

Promoting the employment of Vermont citizens of all abilities

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Dear Friends ~ Innovative Alternative Job Placements



On behalf of the Governor's Committee on the Employment of People with Disabilities, I would like to welcome you to the latest issue of "Abilities"

This month we introduce you to the many ways employees and employers can "try out" the employment relationship prior to making a formal commitment. Often an employer may have questions or concerns that result in hesitation in hiring someone with a disability. Through use of an alternative or innovative job placement such as an internship, job shadowing, or temp-to-hire program - to name but a few - an employer gains the opportunity to fully appreciate the job seeker's skills and talents.

Likewise, these creative hiring options afford the job seeker an opportunity to gain valuable job experience and determine the employment opportunity that is right for them.

We encourage all employers to consider using one of these valuable programs to support your hiring practices.

Best regards,

Fred Jones, Chair

Governor's Committee on Employment of People with Disabilities

The Vermont Center for
Independent Living

and

Susan Chicoine

on behalf of the Vermont Business Leadership Network

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The State of Vermont Internship Program - *Story Synopsis*

The State of Vermont Internship Program is a new program that facilitates the placement of interns throughout Vermont state government. The program aims to cultivate a pool of diverse talent that includes people of populations currently underrepresented in the State workforce. Participating interns gain on-the-job training that integrates education, career development and public service, while agencies hosting interns benefit from the input of creative and innovative students.

As one of the largest employers in Vermont, the State has the capacity to offer a variety of internship opportunities that can be tailored to fit the academic interests and professional objectives of many individuals. Students participating in the program will earn college credit as they enhance their resumes, develop valuable references, contribute to the community, connect theory with practice and explore different career paths.

For more information on how you can participate in this program contact Toni Marie Pignatelli at toni.pignatelli@ccv.edu.

[click here to read more](#)

The Benefits of Participating in the State of Vermont Internship Program - *Story Synopsis*

Agencies that choose to participate in the internship program will benefit from having qualified, pre-screened candidates for temporary projects. Furthermore, the Internship Program provides an orientation to guide agencies in having a successful internship experience.

Individual interns benefit by gaining relevant work experience, college credit, and an enhanced resume, all while being exposed to the benefits of living and working in Vermont.

[click here to read more](#)

Creative Workforce Solutions - Story Synopsis

For an employer seeking an innovative approach to meeting and trying out potential employees, Creative Workforce Solutions (CWS) offers several innovative ways to be introduced to potential workers. These range from a simple company tour to on-the-job training and temp-to-hire programs. Each of these programs can be designed to meet an employer's specific needs and are "customized" according to the skill level of the trainee.

These creative hiring opportunities are a win/win for both the employer AND the job seeker, as each has the chance to explore if it is a good match.

A CWS Employment Consultant will meet with an Interested employer and they will review the employer's needs, offer qualified candidates, and develop a training plan with the employer before the new trainee/employee starts working or training. The Consultant will also assist the employer with any questions and provide technical assistance during training and any follow-up services that are needed.

For more information or to learn which of these programs might be right for you, please contact Hugh Bradshaw at VocRehab Vermont, 802-241-2728, or hugh.bradshaw@ahs.state.vt.us.

[click here to read more](#)

MORE ON the State of Vermont Internship Program

Internship Program Overview

In Summer 2009, the State of Vermont Internship Program will make available to students fourteen different internship opportunities in nine different departments. Participating state organizations include the Agency of Administration, Agency of Human Services, Agency of Natural Resources, State's Attorney's Office, and the Department of Education. Opportunities are available in a range of fields, including information technology, environmental science, emergency response, and communications.

State agencies interested in hosting an intern work with the Coordinator of the State of Vermont Internship Program - Toni Marie Pignatelli - to develop project-oriented positions. The coordinator then recruits interns for positions. Through Fall 2009, interns will be recruited from public and private post-secondary schools around the State. In Spring 2010, recruitment efforts will expand to target individuals who are working with Vermont Adult Education and the Division of Vocational Rehabilitation. Students who would like to intern with the state, but do not see a position that fits their interests, are encouraged to work with Toni Marie to develop a position that fits their interest and skills.

Internships may be paid or unpaid, as determined by the hosting agency. The weekly hours of the internship are also flexible.

The program is funded by a federal grant administered to the Community College of Vermont (CCV) by the Division of Vocational Rehabilitation. The Coordinator of the program is an employee of CCV, but works on behalf of students at Vermont public and private post-secondary schools, Vermont citizens enrolled at post-secondary schools out-of-state, and individuals with educational plans who are working with the Division of Voc Rehab and Adult Learning.

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MORE ON the Benefits of Participating in the State of Vermont Internship Program

Why Host an Intern? The Benefits to Participating Agencies

- Quality candidates for temporary projects
- Increased visibility of your agency in the community
- Opportunity for professional staff to utilize mentoring skills
- Effective way to recruit and evaluate potential employees
- Your image in the community is enhanced as you contribute your expertise to the educational experience
- Year round source of highly motivated pre-professionals
- The State of Vermont Internship Program will work diligently on your behalf to attract qualified interns
- The application and selection process will be managed by the Coordinator of the State of Vermont Internship Program
- The Coordinator will support you in handling issues surrounding compensation, classification, liability coverage, workers' compensation, and the use of fleet vehicles
- An orientation will be provided for interns and new Site Intern Supervisors

Why Become an Intern? The Benefits to Participating Individuals

- Contribute to your community

- Earn college credit
- Develop valuable references
- Enhance your resume
- Gain relevant work experience
- Connect theory and practice
- As one of the largest employers in Vermont, the State has the capacity to offer a number of opportunities in a variety of fields
- The application process will be managed by the Coordinator of the Internship Program
- An orientation will be provided for new interns
- Internships are project-based and include a learning component
- Interns receive individualized support throughout the internship period
- Interns are exposed to the benefits of living and working in Vermont

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MORE ON Creative Workforce Solutions

Here is more information on the subsidized training options available to employers seeking an innovative approach to their hiring practices:

Company Tours

Company tours are a great way to introduce potential candidates to your business. For individuals interested in a career in your industry, a tour can provide a real-world understanding of your workplace, the skills needed to be successful and other important information.

Short-term Job Shadows

Ranging from a few hours to a week or two in length, short-term job shadows are a great way for employers and potential candidates to meet. For many individuals, this is an opportunity to get a hands-on understanding of your business while at the same time gaining important skills. During this period, the trainee is paid a stipend by CWS and is covered under our blanket liability policy, so there is no risk to you.

Risk Free Trial

For individuals who meet many of your skill requirements, but need additional training, this option provides an opportunity to introduce a candidate to your workforce prior to actually making a hire. Your CWS Employment Consultant will

work with you to determine the duration and schedule of the work experience. The trainee is paid a stipend by CWS and is covered under our blanket liability policy, so there is no risk or cost while the candidate is in your formal or informal training program developing industry-specific skills.

On-the-Job Training (OJT)

OJT is designed to train new employees in the business setting, thereby creating a workforce of employees with job skills specific to your needs. The new employee will be on your payroll and be covered by Workers' Compensation. You are reimbursed a percentage of the training wage, which reflects the employee's productivity. In other words, the amount may be a higher percentage to start and then fade as the employee develops competencies.

Temp-To-Hire

Designed for those candidates who have the skills and experience needed to be successful, but who may need a training period to be fully productive, our Temp-to-Hire program offers a six-week introductory period during which the employer pays only the hourly wage. All other costs such as Worker's Compensation, FICA etc are covered by CWS. During the training period, the worker is an employee of a staffing agency, so there is no risk to you.

All Temp-to-Hire arrangements require a commitment to hire on the part of the employer upon the successful completion of the training period. Should you decide that a candidate is not a good match, the candidate can be terminated at any time.

<i>Type of Placement</i>	<i>Cost to Employer</i>	<i>Training Costs</i>	<i>Time Period</i>	<i>Workers' Comp, Liability, and FICA paid</i>
Company Tours	None	None	One-two hours	None
Risk-Free Trial	None	Stipend paid to trainee by CWS	Negotiable	Liability covered by CWS
Short-term Job Shadows	None	Stipend paid to trainee by CWS	Negotiable	Liability covered by CWS
Temp-to-Hire	Hourly wage only - requires commitment to hire if training period is successfully completed	Covered by employer	Six weeks	Covered by Staffing Agency partner
On-the-Job Training	Wages & Workers' Compensation	Reimbursed to employer up to \$3,000	Negotiable	Covered by employer

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Thanks for reading this issue of "Abilities". We welcome your comments, feedback, and suggestions for future issues. Copies of past issues may be found on our website - www.hireus.org, or in the [Constant Contact archives](#).

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