

# **Building a Consortium of Employment Success in your Community:**

*Enhancing employer development through  
implementation of the innovative  
Consortium for Employment Success (CES)  
model*

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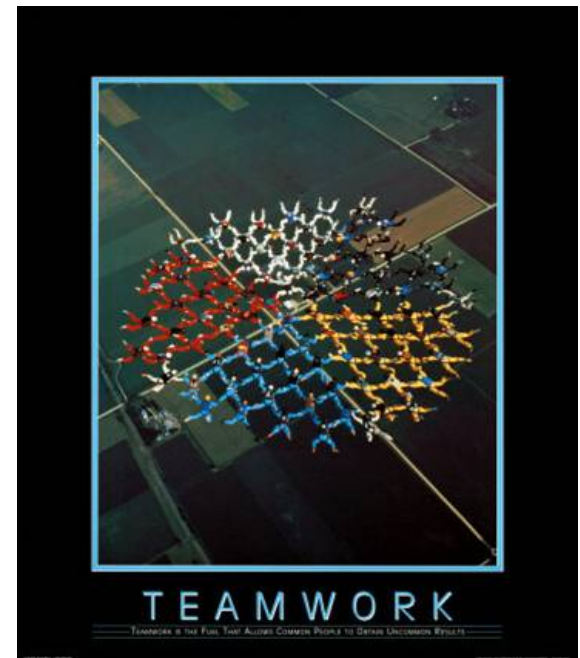
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# What is the CES?

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A group of placement/employment professionals who have voluntarily agreed to enter into a structured, operational consortium to collectively develop and manage employer relationships.



# Goal of the the CES?

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Increase employment opportunities and job retention for individuals with disabilities



# Where did the CES start?

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- The CES model is a research project funded by the National Institute on Disability and Rehabilitation Research, U.S. Department of Education (NIDRR).
- Three pilot projects in NY: Syracuse, Long Island and the Bronx.
- The CES is part of the Employment Support Systems Research and Training Center

[essrtc.com](http://essrtc.com)

# Dual benefits of a CES

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- **Employers**
  - want one point of contact
- **Placement providers**
  - don't have the time or resources to develop and maintain multiple employer relationships



# How is CES different from other placement groups?

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- Operational level of cooperation, planning and resource sharing
- Paid coordinator in charge of facilitating the collaboration
- Focused on systematic employer outreach
- Partner agencies systematically share information about employers and job leads

# Building your CES Step 1: Identify Key Players

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**Identify community agencies**, both those interested in collaborating and those essential for success

- non-profit and public vocational rehabilitation agencies

## **Methodologies:**

- *Stakeholder development*
- *Introduce/discuss the model*
- *Facilitation to identify features, benefits and vested interests*
- *Agreement to continue*

# Step 2: Establish Structured Collaboration and Leadership

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## Develop Collaboration and Identify Project Leader Methodologies

- Train partners on tools and techniques of collaboration
- Develop consensus-driven mission
- Create written MOUs (Memorandum of Understanding) that outlines goals of the CES and member responsibilities.
- Develop job description, identify finances to implement the project and hire a CES Coordinator

# Step 3: Identify Resources

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**A budget will need to be determined and funding secured to support the CES**

**Possible funding sources include:**

- Grants/Public
- Pooling financial and in-kind resources from member agencies
- VR

# Step 4: Enhance Employer Development Skills

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## Demand-side Employer Development

- *Increasing employment opportunities for consumers by training providers to work directly with employers to increase demand for consumers.*

## Methodologies

- *Develop/implement training program that builds job development & employer consulting skills*
- *CES groups have access to 10 on-line training modules to learn more about the demand-side model.*

# Step 5: Conduct Employer Development

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## Develop Employer partnerships

### Methodologies

- *Identify employers' workforce needs using the **Employment Opportunity Survey (EOS)***
- *Document information learned during meeting in the **EIES database***
- *Share information at meetings to use in job development*
- *Introduce employers to the model (features and benefits of CES)*

# Using Technology to Support Collaboration

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## EIES

### Employment Information Exchange System Database

# Elements of a CES Database

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- Employer Information-demographics and hiring tips
- Hiring trends and opportunities
- Job postings w/qualifications requirements

[Link to Data Base](#)

# Other features of database

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- Any new information that is added to the database is automatically sent to all partners via email
- Success and satisfaction measurements
- Meeting minutes
- Links and resources

# Step 7: Measure Success

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- Measure progress with reports from database
- Use collaboration assessment tools to measure progress and strengthen the collaboration
- Track progress in job placement & retention
- Track progress in meeting employers' needs

# CES Accomplishments

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- 7-15 Providers participating at each location
- Over 150 Employers listed in database
- Job leads added continually
- Interactive database developed and continually improved based upon provider needs and feedback
- Ongoing training to providers and employers

# Related Upcoming Events

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For participants wanting more in-depth training on Increasing Collaboration Among Placement Providers Using the CES Model we will be offering a 3 week Blackboard supported class from July 6th through July 27th.

**Event Name:** “In-Depth Training on Increasing Collaboration Among Placement Providers Using the CES Model”

**Registration Opens:** June 12th, 2009

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# Questions?

# Contact Information

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# More Information & References

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Employment Service Systems Research and Training  
Center at [essrtc.org](http://essrtc.org)

## Key Reference

Gilbride, D. , Vandergoot, D., Golden, K., & Stensrud, R.  
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***THANK YOU!***

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# Education Credits

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**Participants may be eligible for CEU and CRCC credits.**

- **CEU Credit (.20)**

- Site Coordinators must distribute the CEU form to participants seeking CEU credit on the day of the webinar.
- Site coordinators must submit CEU form to the TACE Center: Region IV by fax (404) 541-9002 by **Tuesday, May 5, 2009.**

- **CRCC Credit (2.0)**

- By **Tuesday, May 5, 2009**, participants must score 80% or better on a online Post Test and submit an online CRCC Request Form via the MyTACE Portal.

**My TACE Portal: [TACEsoutheast.org/myportal](http://TACEsoutheast.org/myportal)**

# Disclaimer

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