

TVR Post-Employment Services

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Learning Outcomes

- (1) Participants will be able to describe the unique challenges and opportunities related to post-employment services within Tribal communities;
- (2) Participants will be able to identify various post-employment services that can be provided to their participants;
- (3) Participants will be able to discuss best practices for providing support and follow-up services when providing post-employment services.



A close-up photograph of a person's hand holding a traditional wooden spear. The hand is adorned with a red and blue beaded bracelet. The spear has a yellow-wrapped shaft and a red-wrapped tip. In the background, other regalia, including a paddle with red paw prints and a feathered headdress, are visible.

Introductions



RSA Federal Regulations & Tribal VR Post-Employment Services

Legal Basis:

- The Rehabilitation Act, as amended by the Workforce Innovation and Opportunity Act (WIOA), outlines the provision of VR services, including PES.
- Specific regulations regarding VR services can be found in 34 CFR Part 361. While this part generally covers state VR programs, the principles often extend to Tribal VR programs funded under Section 121 of the Rehabilitation Act (American Indian Vocational Rehabilitation Services - AIVRS) and its implementing regulations in 34 CFR Part 371.



Individualized Plan for Employment (IPE):

- PES must be provided under an *amended* IPE. This means that even after an employment outcome is achieved, if PES are needed, the IPE should be reviewed and updated to include these services.
- The need for potential PES should ideally be discussed and documented in the initial IPE before case closure.



The Importance of Post- Employment Services (PES) in TVR

Transitioning from job placement to long-term career success is crucial.

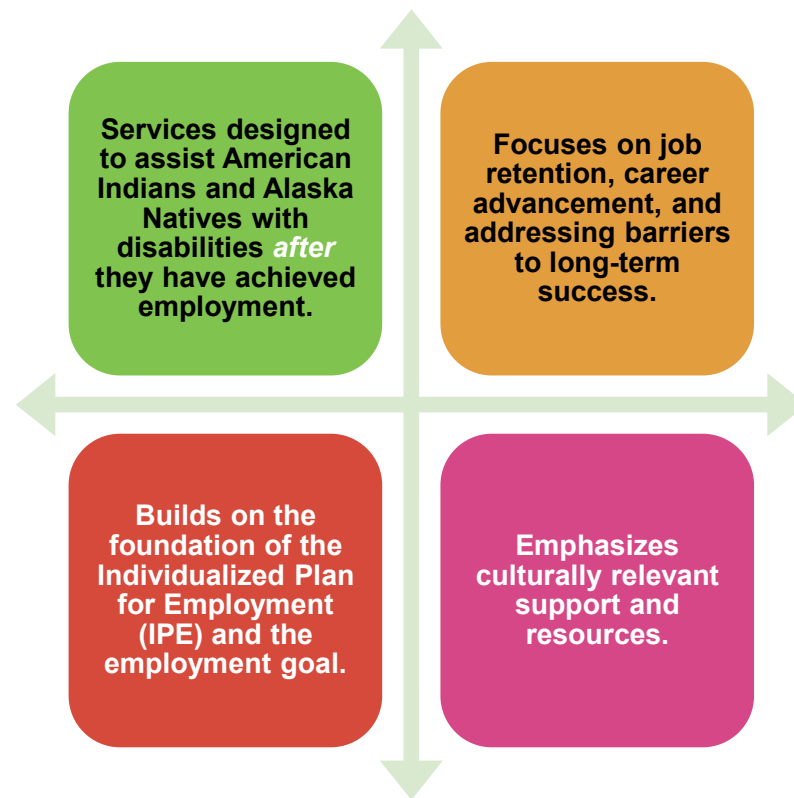
Individuals with disabilities may face ongoing challenges in maintaining and advancing employment.

TVR PES plays a vital role in providing sustained support.

Connecting PES with Tribal culture and traditions will enhance its impact.



Understanding PES



Limitations

Because PES is meant for short-term needs, individuals who require more extensive support may need to be re-evaluated for eligibility and develop a new IPE.

Although PES is usually provided during active VR participation, Tribal VR programs can extend these services for up to 1.5 years after a case closes, based on their established policies and procedures.





Unique Challenges and Opportunities of TVR PES

Unique Challenges:

- Geographic remoteness and limited access to resources.
- Economic disparities and limited jobs within or near Tribal communities.
- Cultural factors influencing workplace dynamics and support systems.
- Historical trauma and its impact on employment.

Unique Opportunities:

- Strong community networks and potential for cultural support.
- Emphasis on holistic well-being and interconnectedness.
- Opportunities to integrate traditional knowledge and skills into career paths.
- Potential for TVR participants to have more power to decide the services they need.



Guiding Principles for TVR PES

Individualized Approach: Services are tailored to the specific needs and goals of each participant.

Person-Centered: The participant is at the center of the planning and decision-making process.

Culturally Relevant: Services are delivered in a way that respects and integrates Tribal values and traditions.

Proactive and Preventative: Aims to address potential challenges before they lead to job loss.

Collaborative: Involves the participant, TVR counselor, employer, family, and community resources as appropriate.

When and How is PES Provided?

PES can be initiated *after* an individual has achieved stable employment.

Timing is flexible and based on individual need – can be short-term or longer-term.

Delivery methods can include:

- Regular check-ins (phone, email, in-person).
- On-site job coaching or support.
- Skills enhancement training and workshops.
- Resource identification and linkage.
- Workplace accommodations.



What PES Services Can Be Provided?



Job Retention Support:

Problem-solving workplace challenges.
Conflict resolution strategies.
Time management and organizational skills training.
Assistive technology adjustments or updates.



Career Advancement Support:

Identifying opportunities for promotion or new roles.
Resume and interview skills enhancement.
Further education or training referrals.
Networking opportunities.



Culturally Relevant Support:

Connecting with Tribal mentors or cultural advisors.
Addressing culturally specific workplace issues.
Facilitating communication between the employee and employer regarding cultural needs.



Other Support:

Transportation assistance.
Financial literacy training.
Mental health or wellness resources.



Effective PES Strategies


Build	Build Strong Relationships: Establish trust and rapport with participants.
Listening	Active Listening: Understand their ongoing needs and concerns.
Maintain	Regular and Meaningful Communication: Maintain consistent contact.
Anticipate	Proactive Problem-Solving: Anticipate potential challenges and develop strategies.
Be	Flexibility and Adaptability: Be prepared to adjust services as needed.
Learn and respect	Cultural Humility: Continuously learn and respect diverse cultural perspectives.
Work	Collaboration is Key: Work closely with employers, families, and community resources.
Encourage	Empowerment Focus: Encourage self-advocacy and interdependence.
Document	Document Progress and Outcomes: Track the impact of PES.



Group Activity: PES Scenarios







Thank You!
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