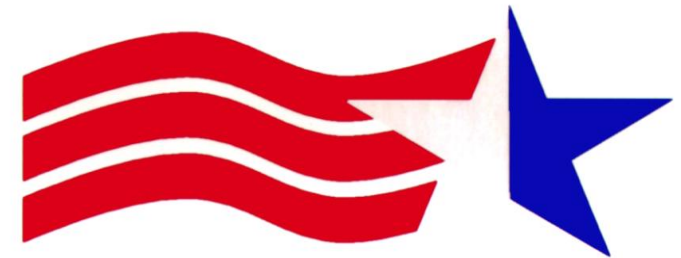




VA Capitol
Healthcare
Network

VISN 5

Five Star Service for those who served



VA MARYLAND
HEALTH CARE SYSTEM



Psychosocial Rehabilitation Overview

Mission Statement

- The mission of Psychosocial Rehabilitation Services (PSR) is to provide a supportive, stable and structured program utilizing a community approach to work and residential rehabilitation. Treatment that allows veterans an opportunity to strengthen, identify and maximize their potential based on skills, abilities and rehabilitation needs.

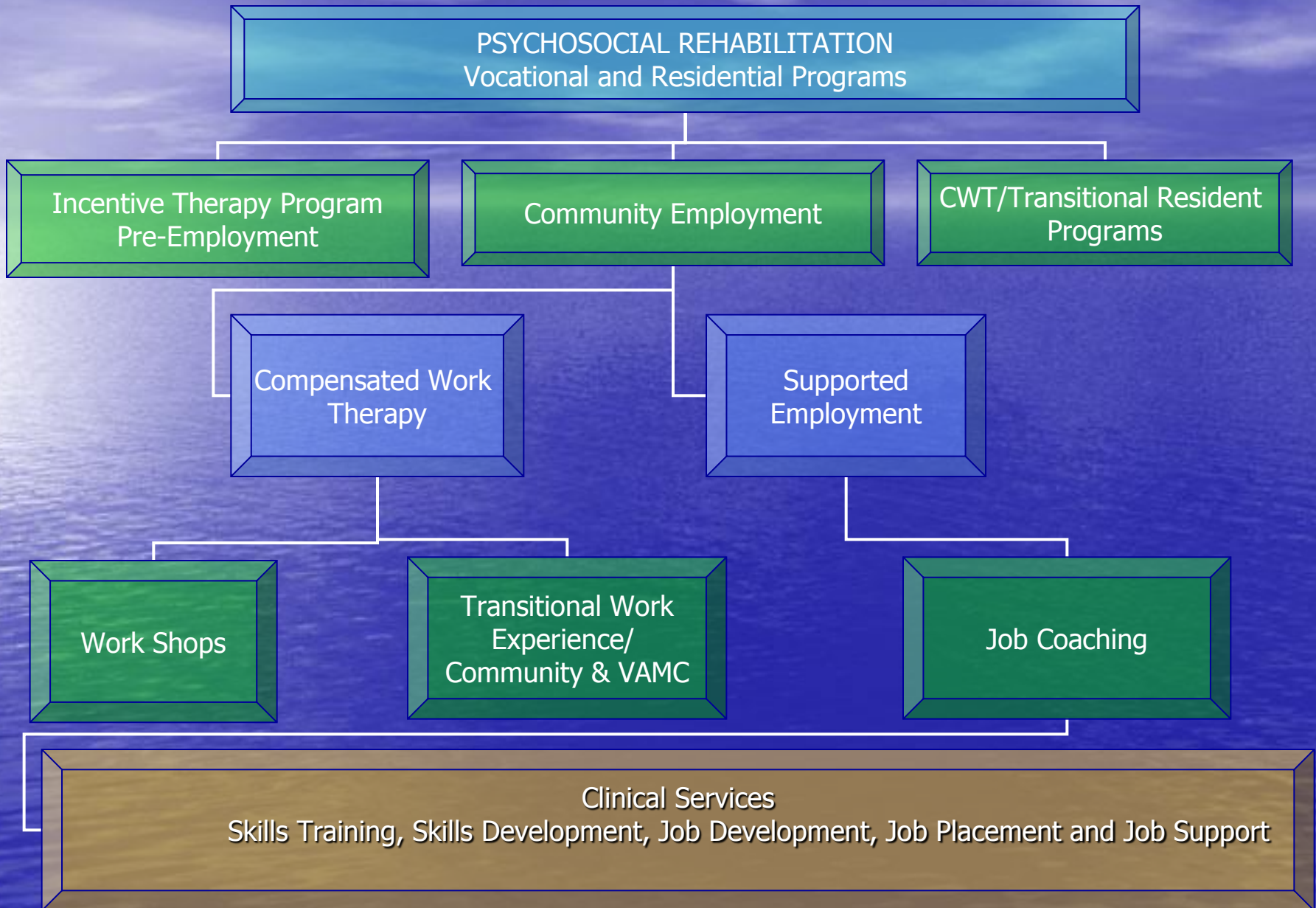
- PSR looks at their needs in relationship to their functioning level.
- The goal of returning this individual to community working and living as independently as possible.
- PSR employs client centered approach to rehabilitation, putting the veterans desires and need first.

- Individualized, originates from anticipated outcomes and considers the total spectrum of needs and obstacles.
- PSR strives to reintegrate the “whole person” back into their respective community utilizing VA services.
- The process is accomplished by providing a collaborative, multi-disciplinary team approach to the reintegration process that is individualized to each veteran.
- The veteran is a proactive member in this process and is a fully functioning participant from the time of submission to discharge

Psychosocial Rehabilitation Services (PSR) is a component of the Mental Health Strategic Health Group within the Department of Veterans Affairs.

Programs under Psychosocial Rehabilitation Include

- Incentive Therapy (IT)
- Transitional Work Experience (TWE)
- Compensated Work Therapy (CWT)
- Supported Education
- Supported Volunteering
- Supported Employment



OUR CWT/TWE/SE MISSION is:

To provide work skills development through "work therapy" and also community placement assistance for veterans who have, as one of their vocational goals, returning to community work "when ready" and "as soon as possible."

Evidence Based Practices

The mandate for requiring community work "as soon as possible" is born out of research and experience indicating that community reintegration with treatment support in real-life roles is the most beneficial vocational rehabilitation modality for those seeking these kind of services.

PRIMARY PURPOSE OF WORK THERAPY in TWE:

Develop "prevocational skills in order to prepare the veteran for community employment or some other community work opportunity. These "prevocational skills" include:

1. Personal appearance and hygiene
2. Attendance and punctuality
3. Acceptance of Supervision
4. Ability to get along with co-workers
5. Quality of production
6. Work attitude
7. Ability to learn

ADDITIONAL PURPOSES OF WORK THERAPY in TWE:

In addition to the primary purpose of developing pre-vocational skills, TWE can also be utilized to address other psychosocial needs of veterans in order to facilitate the goal of community reintegration. This includes, but is not limited to, the following:

1. To restore and/or develop the ability and motivation for community work;
2. To allow the time needed for the establishment of a stronger recovery program (for Mental Health, Alcohol/Substance Abuse, and/or Physical Rehabilitation); and/or
3. Provide funds in order to overcome the transportation barrier for obtaining community work.

What is Customized/Supported Employment?

It May include employment developed through job carving, self-employment entrepreneurial initiatives, or other job development. Restructuring strategies that result in job responsibilities being customized and individually negotiated to fit the specific needs of each individual with a disability.

Key features of Customized/Supported Employment

- Partner ships between employment resources and supports in the form of integrated treatment team.
- Veterans
- Vocational Specialist
- Employer
- Medial Staff

Key features of Customized/Supported Employment (Continued)

- Dollars that follow the individual providing for creativity and flexibility in the negotiations with employers
- Training moneys available from the Federal and State Government agencies
- The Federal and State Governments tax credits for employers

Customized Employment

Individualizing the employment relationship between employees and employers in ways that meet the needs of both. It is based on an individual determination of the strengths, needs and interests of the person with a disability. It is also designed to meet the specific needs of each employer.

Supported Employment

Setting wherein the veteran is an actual employee of the sponsoring company and receives follow up support services from a job coach/ employment specialist.

Key process components of Supported Employment

- Rehabilitation is considered an integral component of treatment
- The goal of Individual Placement and Support (IPS) is competitive employment in integrated work settings
- Vocational assistance is continuous and based in competitive work experience.
- Follow-along support continues based on individual needs after start of employment
- Job finding, disclosure, and job supports are based on clients' preferences choices.
- A multi-disciplinary team approach is used for support

Veterans' Workforce Investment Program (VWIP)

Veterans' Workforce Investment Program (VWIP) is a competitive grant program offered by the Veterans' Employment and Training Services (VETS) of the U.S. Department of Labor. VWIP-funded programs are intended to meet the workforce investment needs of veterans and to perform outreach and public information activities to develop and promote employment and job training opportunities.

Primary Objectives of the VWIP are:

- Provide services to assist in reintegrating eligible veterans into meaningful employment within the labor force; and
- To stimulate the development of effective service delivery systems that will address the complex problems facing eligible veterans

VWIP Grantees

VWIP grantees provide a range of services directly or through linkages and partnerships with other providers focused on the end goal of enhancing the employability of eligible veterans.

Features & Activity Requirements for Competitively funded VWIP

- Activities to enhance services provided to veterans by other providers of workforce investment activities by federal, state, or local governments.
- Activities to provide workforce investment activities to such veterans that are not adequately provided by other public providers of workforce investment activities; and
- Activities to implement and support outreach and public information activities to develop and promote maximum employment and job training opportunities; and
- Activities to support eligible veterans as part of the process for addressing employment goals including providing supportive services and referrals to necessary treatment services, counseling, and other social services.

Veteran Workforce Investment Program (VWIP) Process

CWT Establishes relationship with VWIP Grantee

CWT Screens Program Participants for Appropriate Referrals

DOL (VWIP) funded Grantee acknowledges CWT referral and notifies DOL/LVER at One Stop Center

VWIP Grantee Develops a Transitional Work (TW) Agreement with CWT for a 3-mnth (max) veteran placement at a Clinically Appropriate Community Based Business of Industry.

DOL/LVER at One Stop Center Authorizes VWIP Funding for Grantee

CWT coordinates the TW Placements with Companies:

- Develops a CWT/TWE Agreement
- Pays Veterans for hours worked
- Case Manages to Veteran
- Bills the company for costs

After VWIP Assignments – CWT assists veteran secure competitive (supported) employment and notifies DOL/VOP about placement

Perry Point Partnership Program (P4)



**The United States Department of Veterans Affairs
Maryland Health Care System – Vocational Services and
Disabled Veteran Employment Corporation (DAVE Corp)**

Partners in Helping Disabled Veterans Find Meaningful Employment

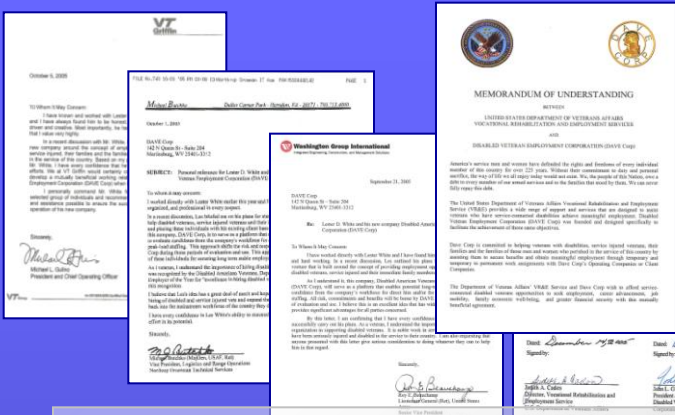


Presentation Agenda





- Introductions
- Role of VA and DAVE Corp
- Employment Opportunities
- Training Opportunities (VA CWT and DOL)
- Potential Referral of Eligible Veterans
- Next Steps

Introduction – VA/DAVE Corp Partnership



- 20+ Job Orders
- 3 Months
- Zero Fills
- Ready to give up
- Met Tim Landis/VHA



Memorandum of Understanding (MOU)
Between
Department of Veterans Affairs
VA Maryland Health Care System
Vocational Services
and
Disabled Veteran Employment Corporation (DAVE Corp)



The parties to this Agreement, Department of Veterans Affairs Vocational Services (VS), VA Maryland Health Care System and DAVE Corp, Inc. (DC) are interested in forming a mutually agreeable relationship. To further that goal, the parties hereby agree to the terms specified below. The relationship will begin on or about January 1, 2006, and continue through December 31, 2006, for a period of one year. VS and DC agree to review and/or renegotiate this agreement, if appropriate, sixty (60) days prior to the agreement's anniversary date. Notwithstanding the foregoing, either party may terminate the agreement by providing thirty (30) days notice in writing of such termination.

DAVE Corp shall:

- Encourage DC offices to build relationships with local VS programs and to use VS workforce development services to train, hire and/or retain DC clients.
- Explore with VS opportunities to approach government agencies for possible funding to support unique training programs that lead to competitive employment with local facilities.
- Encourage DC partners that provide contract services (such as janitorial services) to seek competitive employees from local VS programs.
- Promote the VS/DC relationship on its corporate Web Page, describing the nature of services offered and outlining positive outcomes.
- Notify DC offices of the VS/DC Memorandum of Understanding; providing a VS program description and list of VS contacts to encourage DC staff to develop cooperative relationships with local PSR programs.
- Provide VS with contact names, addresses and phone numbers for all DC offices.

Dale E. Smith
Dale E. Smith, M.A. Date
VAMHCS Clinical Manager
Residential Care Programs
Department of Veterans Affairs

John T. Gilbert
John L. Gilbert Date 2/7/2001
President & Chief Operating Officer
Disabled Veteran Employment
Corporation (DAVE Corp)

Memorandum of Understanding (MOU)

Vocational Services shall:

- Provide a copy of the MOU, local "boiler plate" agreement, cover letter explaining the conditions of the agreement and a list of DC points of contact to local VS programs.
- Encourage local VS programs to build workforce development relationships with DC offices.
- Encourage local VS programs to provide disability education specific to applicants referred for training and/or employment.
- Screen program participants to match DC clients requirements.
- Refer appropriate applicants to DC for potential training assignment and/or competitive employment.
- Provide follow-up services including random drug screening and case management for all participants.
- Provide marketing to promote the VS/DC relationship including linking to the VS Web Page and publicizing success stories.



Other Considerations:

- VS and DC will issue joint press releases that promote the VS/DC relationship, but only after authorization and approval by both parties.
- VS and DC will hold an appropriate joint press conference at a mutually agreed time and place to announce the relationship and publicize its successes, but only after authorization and approval by both parties.
- VS and DC will document "Best Practices", examples of successful relationships between local VS and DC affiliates, and disseminate this information to local VS and DC sites with mutual consent.
- In recognition of the fact that local VS programs and DC offices function autonomously, VS and DC will make every effort to encourage local participation in this relationship, but do not guarantee such participation. Local training agreements will be negotiated locally per the "boiler plate" Department of Veterans Affairs format.
- The parties will cooperate to establish a measurement process to quantify the results of this relationship.

Dale E. Smith
Dale E. Smith, M.A. Date
VAMHCS Clinical Manager
Residential Care Programs
Department of Veterans Affairs

John T. Gilbert
John L. Gilbert Date 2/7/2001
President & Chief Operating Officer
Disabled Veteran Employment
Corporation (DAVE Corp)

Integrated Implementation Plan
Perry Point Partnership Program (P4)

The United States Department of Veterans Affairs
Maryland Health Care System – Vocational Services and
Disabled Veteran Employment Corporation (DAVE Corp)

Partners in Helping Disabled Veterans Find Meaningful Employment

US Department of Veterans Affairs- Maryland Health Care Services - Vocational Services	Disabled Veteran Employment Corporation (DAVE Corp)
Perry Point VA Medical Center - Bldg. 15H Perry Point, MD 21902 410.642.2411 X 5725	142.N. Queen Street - Suite 106 Marinsburg, VA 25401 304.596.1425



Introduction Understanding



VA's Focus – Helping Individual Vets

- Physical Rehabilitation
- Mental/Emotional Rehabilitation
- Personal Sustainability (Basic Living)
- Assistance & Training
- Work Hardening
- Employment Tools
- Employment Seeking Support

<< NOTE: Stovepipe Data - \$ + Process Driven >>

<< NOTE: Growing Case Load/Time Impact >>



Employer Focus – Investors

- Low Risk
- High Return (Best Value)
- Stability of Operations

P4

Markets/Supplies Staff/Manages Interface

- Contract/Employment Platform - Mitigates Risk
- Leverage VA Benefits – Lower Costs/Higher returns
- Database - Promotes Workforce Stability
- Supportive Employment Services



Perry Point Partnership Program – Goals

1. Develop meaningful employment opportunities
2. Provide key information regarding career choices
3. Support both formal and OJT skills training
4. Implement a protected transitional work environment
5. Do all that is required to help disabled vets succeed



Roles of DAVE Corp and the VA



DAVE Corp Tasks

- Lead strategic planning
- Secure funding & resources
- Market existing contracts
- Manage existing contracts
- Secure additional contracts
- Design P4 infrastructure
- Implement P4 infrastructure
- P4 staff training
 - Operational
 - Programmatic

Shared Tasks

- Develop tactical plans
- Implement tactical plans
- Identify funding sources
- Secure resources
- Develop resume' database
- Support existing contracts
- Identify new opportunities

VA Tasks

- Guide strategic planning
- Locate disabled Vets for staffing
- Support P4 staff on assignment
- Support funding efforts
- Help locate resources
- Guide P4 infrastructure design
- Perform P4 HR services
- P4 staff functional skills training
 - Pre-employment
 - On-going



Defined Roles for DAVE Corp



DAVE Corp Tasks

- Lead strategic planning
- Secure funding & resources
- Market existing contracts
- Manage existing contracts
- Secure additional contracts
- Design P4 infrastructure
- Implement P4 infrastructure
- P4 staff training
 - Operational
 - Programmatic



Defined Roles for the VA



VA Tasks

- Guide strategic planning
- Locate disabled Vets for staffing
- Support P4 staff on assignment
- Support funding efforts
- Help locate resources
- Guide P4 infrastructure design
- Perform P4 HR services
- P4 staff functional skills training
 - Pre-employment
 - On-going



Shared Roles of VA and DAVE Corp



Shared Tasks

- Develop tactical plans
- Implement tactical plans
- Identify funding sources
- Secure resources
- Develop resume' database
- Support existing contracts
- Identify new opportunities



Roles of VA and DAVE Corp Assets & Capabilities of P4 Partners



Each P4 Partner Brings Unique Assets & Capabilities



VA Maryland Health Care Services - Vocational Services

- Experienced VA Health Care Professionals
- Expert Knowledge of the VA System
- Network of Government Partners
- Access to Veterans seeking employment
- Access to Government Resources
- Ability to Oversee/Audit/Guide Operations
- Willing to Counsel/Support P4 Vets



Disabled Veteran Employment Corporation (DAVE Corp)

- Experienced Business Management Professional
- Expert Knowledge of Marketing
- Network of Private Sector Clients
- Ability to Develop Employment Opportunities
- Access to Private Sector Resources
- Ability to Plan/Manage Contract Operations
- Accepts Responsibility for Contract Performance

Together the P4Team's integrated performance capabilities exceed the sum of its teaming partners alone

Functioning Together as an “A” Typical Team



- Team's Contracting Platform
- Experienced Managers
- Small HUBZone Business
- Founded July 2005
- Mgmt Based Task Order Experience



- Team's Staff Services Provider
- 100+ Years Experience
- 100+ Locations – Nationwide
- Founded 1870
- 15,000+ VHA Ready for Work Labor Pool



Committed to Performance Excellence



Lester D. White & John L. Gilbert
Program Management
Experience
80+ Years



US Department of Veterans Affairs
Personnel Management
Experience
100+ Years

Committed to Performance Excellence



Employment Opportunities - Overview



- **Employment Services**
 - Filling Job Orders for direct hires
 - Temp/Temp-to-perm
 - Fill internal job orders
- **Government Contracting**
 - P4 contracts
 - Direct Awards/Set-asides
 - Competitive Small Biz
 - Partnering with large business government contractors
 - Proposal support services to large government contractors
- **Manufacturing/Assemble/Packaging (MAP)**
 - MAP Services for third party companies/organizations
 - MAP Services for P4 defined/sponsored products
- **Commercial Services**
 - Direct Services through P4 to private sector companies
 - Direct Services through P4 to non-government organizations



Employment Opportunities - Placements



Employment Services

- Direct Job Orders
- Temp/Temp-to-Perm
- Internal Job Orders

All veterans hired as DAVE Corp Employees – with full benefits

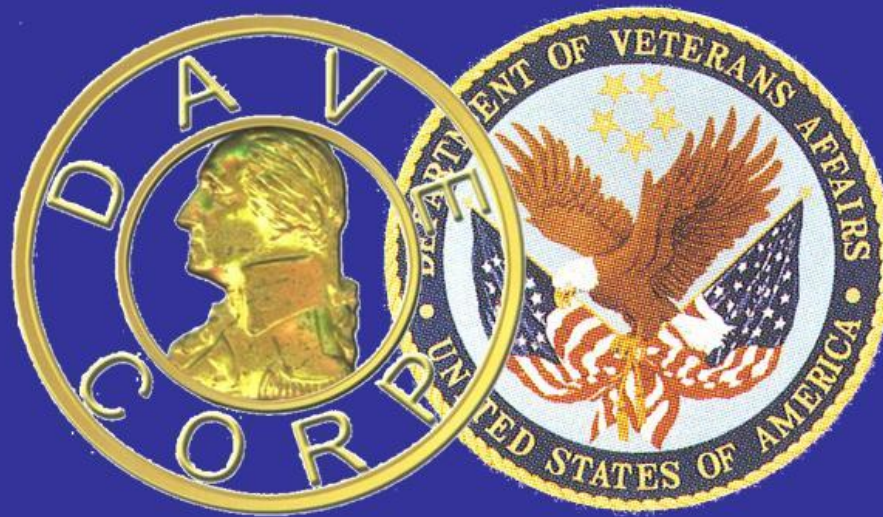


Employment Opportunities Government Contracting



Prime Contractor/Offeror – CLINS 0002 & 0003

Disabled Veteran Employment Corporation (DAVE Corp)



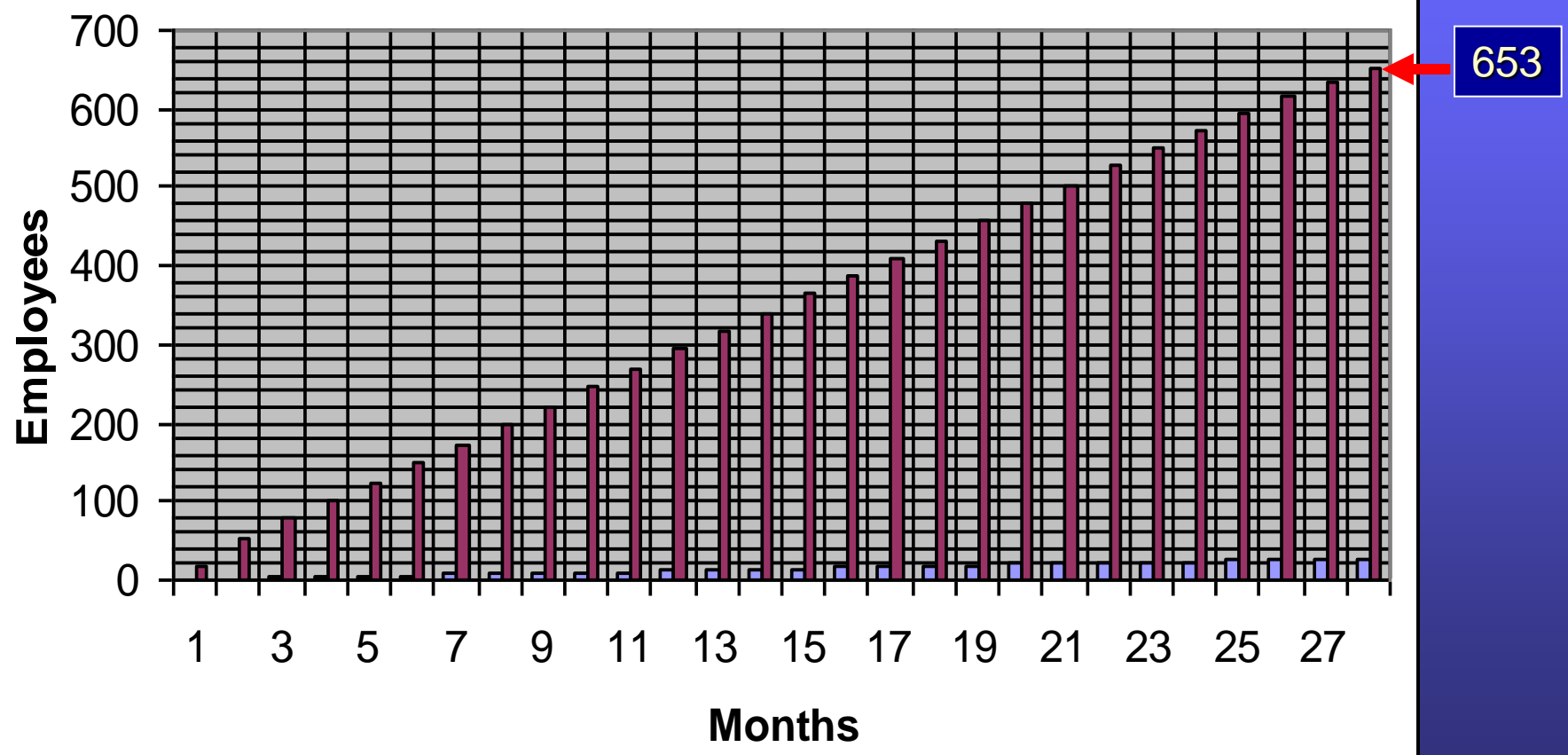
Principal Subcontractor

United States Department of Veterans Affairs
VA – Maryland – Health Care System – Vocational Services



Employment Opportunities – Government Contracting

Staffing Plan - W91CRB-06-R-0005



Example Labor Categories – CLIN0002

ID		Description
Miscellaneous Occupations (Not Elsewhere Listed)		
C2-	1	Safety and Occupational Health Manager
C2-	2	Safety Technician
C2-	3	Park Ranger
C2-	4	Environmental Protection Specialist
C2-	5	Security Specialist
C2-	6	Firefighter
C2-	7	Fire Protection Inspector/Specialist
C2-	8	Security Guard
Human Resources Management Services		
C2-	9	Human Resources Assistant
C2-	10	Wage and Hour Compliance Specialist
C2-	11	Equal Employment Specialist
General Administration, Clerical, and Office Services		
C2-	12	Computer Operator
C2-	13	Management & Program Analyst
C2-	14	Logistics Management Specialist
C2-	15	Equipment Operator
C2-	16	Equal Opportunity Specialist
C2-	17	Telecommunications Equipment Operator
C2-	18	Telecommunications Specialist
Biological Sciences Services		
C2-	19	Biological Science Technician
C2-	20	Forestry Technician
Accounting and Budget Services		

Example Labor Categories – CLIN0003

ID	Description
	<i>Service Category: Administrative/Clerical (CLIN 0003)</i>
	Miscellaneous Occupations Services
C3- 1	Security Assistant
	General Administration, Clerical, and Office Services
C3- 2	Messenger
C3- 3	Clerk
C3- 4	Information Receptionist
C3- 5	Mail and File Clerk
C3- 6	Correspondence Clerk
C3- 7	Clerk-Stenographer/Reporter
C3- 8	Work Unit Supervisor
C3- 9	Secretary
C3- 10	Closed Microphone Reporter
C3- 11	Clerk-Typist
C3- 12	Office Automation Clerk/Assistant
C3- 13	Computer Clerk/Assistant
C3- 14	Administrative Officer
C3- 15	Support Services Supervisor
C3- 16	Management and Program Clerk/Assistant
C3- 17	Data Transcriber
C3- 18	Coding Clerk
C3- 19	Equal Opportunity Assistant
C3- 20	Telephone Operator
C3- 21	Communications Clerk



Employment Opportunities – M/A/P



Manufacturing/Assemble/Packaging

- MAP for 3rd Party Companies
- MAP Services for P4 defined Products



Commercial Services

- Cleaning Services
- Grounds Crews
- Painting Crews
- Building Trades
- Health Services



Training Opportunities (VA CWT and DOL)



- P4 – Programmatic
- P4 – Accounting
- P4 – TO Bid
- P4 – TO Est./Sch
- P4 – Office
- P4 – Recruiting/Database
- Opportunity = Commercial Work Crews
- Opportunity = MAP Services



Contact information for Referral of Eligible Veterans



VHA – Tim Landis

Web Site: www.VA.Gov/VETIND

E-mails: Timothy.Landis@med.va.gov

Phone: 1-800-949-1003 Ext 5725

Dave Corp

Web Site: www.DaveCorp.org

E-mails: P4.Staff@DaveCorp.org

Phone: 304-596-2425

Partners in Helping Disabled Veterans Find Meaningful Employment



Questions and Answers