



**Joseph M. Ashley, Rh.D., CRC**

***Industry Leader in Workforce Development and Vocational Rehabilitation Programming***

**Principal  
Ashley Consulting, LLC.**

Location: Richmond, VA

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**Education:**

- Doctor of Rehabilitation, *Southern Illinois University at Carbondale*
- Master's in Rehabilitation Counseling *University of South Carolina, Columbia*
- Bachelor of Arts *Westminster College, Fulton, Missouri*

**Skills:**

- Collaborative cross agency/cross systems program development, innovation and systems alignment.
- Developing, administering and innovating programs that support the choice of individuals with disabilities to live, work and thrive in their communities.
- Areas of program development expertise: Vocational Rehabilitation, including youth transition/Pre-ETS, Career Pathways, Workforce Development, Social Security Work Programing including Ticket to Work and Partnership Plus, Work Incentives, Business Engagement, Assistive Technology and VR ROI Research.

**Affiliations and Memberships:**

- [ServiceSource](#), Board Member
- [Morphic](#), Advisory Group Member
- [VRTAC-QM](#) Advisory Committee Member

**SUMMARY**

Dr. Ashley, as an individual who is blind, brings his personal experience with disability and expertise on program accessibility to workforce systems development. Currently he is Owner and Principal of Ashley Consulting, LLC serving as a Consultant/Co-Principal Investigator on a NIDILRR funded research grant, [VR ROI](#), through the University of Richmond, working with seven state VR agencies. Additionally, Dr. Ashley serves as a Subject Matter Expert on two Department of Labor funded grant initiatives. First, on a Westat, Inc., project, Advancing State Policy Integration for Recovery and Employment ([ASPIRE](#)). This initiative assists individuals with mental health conditions to obtain competitive integrated employment. The second DOL funded project is for the American Institutes of Research [RETAIN](#) (Retaining Employment and Talent After Injury or Illness Network). This project's overall goals are to retain employees who have become injured or ill in the workplace. Dr. Ashley recently completed a DOL project through Economic Systems Inc. (EconSys), Visionary Opportunities to Increase Competitive Employment ([VOICE](#)).

Throughout his career, Dr. Ashley has been successful at creating opportunities for individuals with disabilities. Dr. Ashley uses collaborative approaches to establish sustainable programs that braid and leverage resources that address identified service needs. He remains committed to this vision.

**WORK HISTORY**

- Present— Principal  
2018 [Ashley Consulting, LLC](#)
- 2018— Assistant Commissioner, Grants & Special Programs
- 2000 [Virginia Department for Aging & Rehabilitative Services](#)
- 2000— Assistant Commissioner, VR Field Services Division
- 1996 [Virginia Department for Aging & Rehabilitative Services](#)
- 1996— Director, Postsecondary Education Rehabilitation Transition Program (PERT)
- 1994 [DARS, Wilson Workforce and Rehabilitation Center](#)
- 1994— Assistant Commissioner, Special Client Services
- 1991 [Virginia Department for Aging & Rehabilitative Services](#)
- 1991— Director , Postsecondary Education Rehabilitation Transition
- 1985 Project (PERT)  
[Woodrow Wilson Rehabilitation Center Foundation](#)

**Leadership in Innovation and Program Development :**

- Conceptualized and was Project Director for the RSA funded [Career Pathways for Individuals with Disabilities Grant](#) to create more inclusive career pathway opportunities in Virginia.
- Co-lead cross agency Medicaid Infrastructure Grant implementation process that resulted in the Virginia [MEDICAID WORKS](#) Program.
- Provided leadership in the development of a cross agency/cross systems project to enhance the transition of youth from schools to work, [PERT](#). Initial funding was from the Office of Special Education and Rehabilitative Services in 1985. Currently, remains a vocational rehabilitation/special education and transition services program throughout Virginia.

## LEAVING FOOTPRINTS IN THE INDUSTRY:

- Under his leadership, the DARS SSA Cost Reimbursement program grew from \$1.8 million a year to an average \$7 million a year with a high of over \$9 million which represents an increase of SSA beneficiaries returning to work.
- As a part of implementing Social Security Administration Partnership Plus efforts, Dr. Ashley oversaw the development of over 20 VR Employment Network partnerships, growing the Employment Network Partner TTW revenue to over \$1.5 million a year, thus expanding choices and supports to VR Clients throughout the Commonwealth and strengthening the foundation of service providers.
- As Co-Director of Virginia's Medicaid Infrastructure grant Dr. Ashley helped develop the Work Incentives Specialist Advocate Services (WISA) to support a beneficiary's choice to go to work. Currently there are 100 certified WISA professionals in Virginia.
- Over a fifteen-year period, Dr. Ashley served as co-director on seven Department of Labor grants, including WIG, DPN, DEI Rounds I and IV and as Regional Director for the DEI Round VIII. All the grants were awarded to workforce programs and focused on enhancing accessibility of American Job Centers (AJC) services for jobseekers with disabilities in the workforce system.
- Dr. Ashley served as the VR Representative and later Chair of the Governor's Office Career Pathways Workgroup Initiative in Virginia. The focus was to enhance and integrate career pathways service efforts across systems.
- As the Vocational Rehabilitation Representative, Dr. Ashley collaborated on the first WIOA Combined State Plan and on the WIOA Implementation Team, advocating for inclusion of accessible services for jobseekers with disabilities.

For a complete resume for Dr. Ashley, please visit:

[www.lookingforanedge.com](http://www.lookingforanedge.com)

## ORGANIZATIONS & BOARD PARTICIPATION

- ♦ [National Employment Network Association](#), Oct 2013 – Oct 2018, Board of Directors
- ♦ [Vocational Evaluation and Career Assessment Organization](#), 2006 – 2008 President, Board of Directors

## SAMPLE OF AWARDS & ACKNOWLEDGEMENTS

- ♦ Virginia Community College System's Workforce Innovation Expanding Opportunities Lifetime Achievement Award 2018
- ♦ Manufacturing Skills Institute First Fellow Recipient 2018
- ♦ Virginia Community College System's Expanding Workforce Opportunities Award 2015 and 2011
- ♦ Workforce Professionals Academy's Success Story Award 2015
- ♦ National Council on Rehabilitation Education President's Award for Excellence in Vocational Rehabilitation 2014

## SAMPLE OF PRESENTATIONS

### ***Five-and Ten-Year Return on Investment Estimates for VR Services in Three States***

September 2019, 12th Annual Summit on Performance Management Excellence, Portland, ME

### ***The Vocational Rehabilitation Return on Investment Project: Employment Research and Knowledge Translation***

September 2019, 12th Annual Summit on Performance Management Excellence, Portland, ME

### ***Looking for an Edge: Creating Apprenticeship Opportunities through Fusion***

December 2018, Hire Education Conference, Hot Springs, VA

### ***Community of Practice for Inclusive Career Pathways***

April 2018, WINTAC Webinar

### ***Industry Driven Training Solutions***

December 2017, Hire Education Conference, Hot Springs VA

### ***A Framework for Achieving Competitive Integrated Employment: Findings from the SourceAmerica Pathways to Career Evaluation***

December 2017, Mathematica Webinar

## SAMPLE OF PUBLICATIONS

Brown, J., & Ashley, J. (2019). Extending the VR-ROI Approach to Measure the Return on Virginia's Investment in the Public Workforce System, *Journal of Rehabilitation Administration*, 40(1), pp. 73–80

Rowe, K., Ashley, J., Pepper, J., Schmidt, R., & Stern, S., (2019) An Overview of the VR ROI Project and its Approach to Estimating ROI, *Journal of Rehabilitation Administration*, 40(1), pp. 47–56

Ashley, J., Cashdollar, W., Etcheverry, R., and Magill, K. (ed.) (2017). Transition Back to Work: Policies to Support Return to Work after Illness or Injury. For SAW/RTW Policy Collaborative, U.S. Department of Labor, Office of Disability Employment Policy, IMPAQ International, LLC

Ashley, J., Kriner, R., Stehle, J., & Sewell, S., (Sept 2012) Developing Model Programs for Supporting Individuals with ASD in Public VR Program through Knowledge Translation of Evidenced-Based Research. *RRTC- VCU Research to Practice Brief No. 5*