LEAD
WIOA Policy Development Center

MARYLAND WORKS
THE STATE OF THE STATE -- EMPLOYMENT OF PEOPLE WITH DISABILITIES: A NATIONAL PERSPECTIVE

November 14, 2019

The LEAD WIOA Policy Development Center is led by Social Policy Research Associates and National Disability Institute and is fully funded by the Office of Disability Employment Policy, U.S. Department of Labor, Contract No. 1605DC-19-F-00341.

Rebecca Salon

WIOA Policy Development Center
Co-Project Director

National Disability Institute

rsalon@ndi-inc.org

www.leadcenter.org

LEAD
WIOA Policy Development Center

The LEAD WIOA Policy Development Center is led by Social Policy Research Associates and National Disability Institute. It is fully funded by the Office of Disability Employment Policy, U.S. Department of Labor, Contract No. 1605DC-19-F-00341.

This document does not necessarily reflect the views or policies of the U.S. Department of Labor's Office of Disability Employment Policy, nor does the mention of trade names, commercial products, or organizations imply endorsement by the U.S. Government.

SOCIAL POLICY RESEARCH ASSOCIATES

ndi

ODEP
Office of Disability Employment Policy

OVERVIEW

- The National Picture
- Identification of Strategic Areas of National Need, which resulted in the creation of the LEAD WIOA Policy Development Center
- Key partners to advance employment and economic self-sufficiency outcomes
- The role of workforce professionals and partners
- Resources

LEAD
WIOA Policy Development Center

THE NATIONAL PICTURE

In 2017 American Community Survey (ACS) …

- People with disabilities comprised 13.2% of the population.
- 35.5% of the population with disabilities were employed (ages 18-64), versus 76.5% for people without disabilities.
- The poverty rate for people with disabilities was 29.6%.
- 18.3 percent have not attained a high school diploma or equivalent, compared to 8.5% of people without disabilities and 14.3% of people with disabilities attained a bachelor's degree or more, compared to 37.2% of people without disabilities (both ages 25-34).

https://disabilitycompendium.org/sites/default/files/user-uploads/Annual_Report_2018_Accessible_AdobeReaderFriendly.pdf

LEAD
WIOA Policy Development Center

WIOA CORE PARTNERS/PROGRAMS

- WIOA is designed to strengthen and improve the nation's public workforce system, through a network of one-stop career centers (also referred to as American Job Centers AJCs), which provide an array of employment services and connect customers to work-related training, education and support services.
- There are **four titles for WIOA core partners/programs**, which are aligned to provide coordinated, comprehensive services, including …
  - **I**. Adult, Dislocated Worker & Youth formula programs administered by Department of Labor (DOL)
  - **II.** Adult Education and Literacy programs administered by Department of Education (ED)
  - **III.** Wagner-Peyser Employment Service program administered by DOL
  - **IV.** Programs under Title I of the Rehabilitation Act as amended by WIOA Title IV that provide services to individuals with disabilities administered by ED

LEAD
WIOA Policy Development Center

STRATEGIC AREAS OF NATIONAL NEED

- Section 188's Nondiscrimination and Equal Opportunity Requirements and its application through WIOA
- Inclusive Career Pathways
- Data Collection and Performance Reporting
  - PIRL and Disability
  - DRIVE Web Portal

LEAD
WIOA Policy Development Center

NONDISCRIMINATION PLAN REQUIREMENTS

All states have Nondiscrimination/Equal Opportunity Plans with required components:

- Notice and Communication
- Affirmative Outreach
- Monitoring
- Complaints
- Data and Information Collection/Maintenance

Final Rule **brings regulations in accord with the ADA** Amendments Act and implementing regulations and guidance issued by Department of Justice and Equal Employment Opportunity Commission.

LEAD
WIOA Policy Development Center

EQUAL OPPORTUNITY

- AJCs and other WIOA partners are required to ensure that people with disabilities have equal opportunity to access their programs, benefits, and activities.
- Equal opportunity includes …
  - Nondiscrimination prohibitions (including policies, assessments, registration/intake, training, support services, etc.)
  - Provision of reasonable accommodations;
  - Provision of reasonable modifications;
  - Administration of programs in the most integrated setting;
  - Effective communication;
  - Architectural, information and communication technology accessibility;
  - Providing appropriate auxiliary aids and services, including assistive technology devices and services, where necessary, to afford programmatic accessibility.

LEAD
WIOA Policy Development Center

WHO DOES SECTION 188 APPLY TO?

(29 CFR §38.2, 38.4)

- **"Recipients" are defined as …**
  Any entity to which financial assistance under WIOA Title I is extended, including the following:
  - State level agencies that administer or are financed by WIOA Title I funds,
  - State Employment Security Agencies,
  - State and local Workforce Investment/Development Boards,
  - One-Stop Operators,
  - **Service providers, including eligible training providers**,
  - On-the-Job Training employers,
  - Job Corps contractors and center operators (excluding federally-operated Job Corps centers, and
  - **Programs and activities that are part of the One-Stop delivery system that are operated by One-Stop partners**.

LEAD
WIOA Policy Development Center

SECTION 188 IS THE FRAMEWORK FOR AJC CERTIFICATION

- Under WIOA, all four titles/programs are responsible for aspects of …
  - Delivering AJC services
  - Providing AJC maintenance
  - ***AJC Certification***
    - TEGL 16-16
- Section 188 is the required framework for this process and divides program accessibility into three areas of compliance:
  - Physical access
  - Programmatic access
    - Effective Communication

LEAD
WIOA Policy Development Center

EQUAL OPPORTUNITY RESOURCES

- New Promising Practices In Achieving Nondiscrimination and Equal Opportunity: A Section 188 Disability Reference Guide
- System Innovation Brief: MAKING CHANGE HAPPEN: Virginia's Cross-System Accessibility Taskforce Addresses Equal Opportunity and Access
- LEADing to Employment Brief: Implementing the Equal Opportunity Provisions of the Workforce Innovation and Opportunity Act (Section 188)
- System Innovation Brief: Missouri's Commitment to Equal Opportunity: Using WIOA's Section 188 to Create a Blueprint for Improving Access & Equal Opportunity

LEAD
WIOA Policy Development Center

ADDITIONAL RESOURCES TO SUPPORT EQUAL OPPORTUNITY

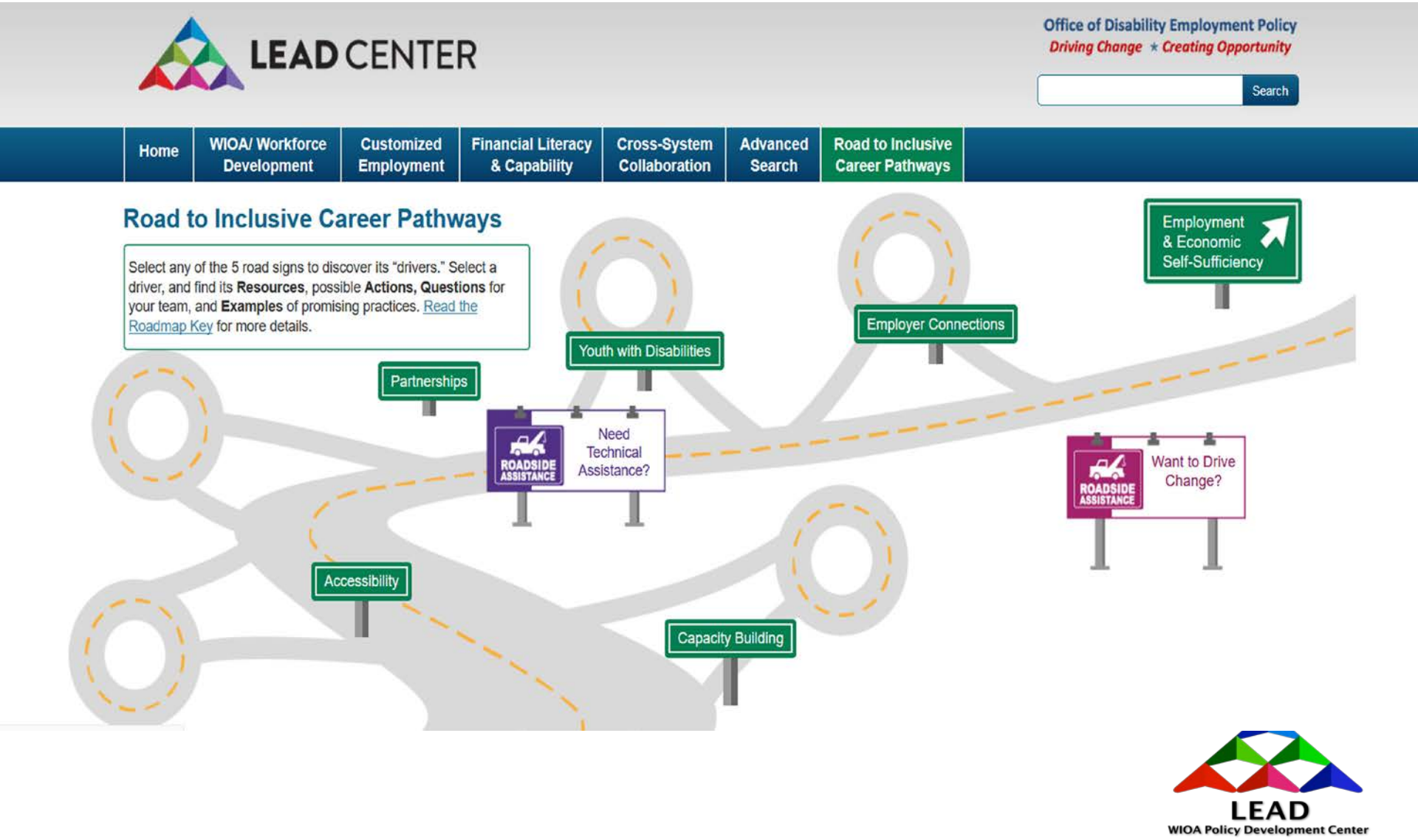
Three-part webinar series:

- Part 1: WIOA from a Disability Perspective & Section 188: A Powerful Foundation for Access
- Part 2: State Workforce Systems that are Making Equal Opportunity a Priority: Missouri, Virginia, California
- Part 3: Achieving 188 Compliance & AJC Certification: Key Strategies & Actions from Policy to Procedure

Other documents and webinars are at www.leadcenter.org under WIOA/Workforce Development, under Webinars and under Customized Employment.

LEAD
WIOA Policy Development Center

THE ROAD TO INCLUSIVE CAREER PATHWAYS



LEAD
WIOA Policy Development Center

LEAD CENTER INCLUSIVE CAREER PATHWAYS ROADMAP

- The Roadmap is an interactive online tool that provides workforce professionals with resources to help people with disabilities achieve employment and economic self-sufficiency.
- The visual is of a Roadmap with five traffic circles, which are called **drivers** on the Roadmap because they are drivers of change that you can select.
- There are two Roadside Assistance signs: **Want to Drive Change? Need Technical Assistance?**
- The drivers are **Capacity Building**, **Accessibility**, **Partnerships**, **Youth with Disabilities**, and **Employer Connections**.
- There are topics under each driver to access **Resources**, possible **Actions, Questions** for your team, and **Examples** of promising practices for the topics linked to each driver.
- The Roadmap leads to the destination of Employment and Economic Self-Sufficiency.

LEAD
WIOA Policy Development Center

DATA COLLECTION & PERFORMANCE REPORTING

- Participant Individual Record Layout (PIRL), implemented in 2016 with the shift to WIOA.
- Details data elements, definitions, acceptable formats, and record layout for nearly all workforce development programs funded by DOL and WIOA core programs funded by the U.S. Department of Education -- vocational rehabilitation (RSA) and adult education (OCTAE).
- Depending on the program, reported data may include a range of information on the characteristics of individuals receiving services, the services they receive, and the outcomes they obtain, both during and for up to four quarters after their exit from their program.
- Some data elements pertain to people with disabilities.

LEAD
WIOA Policy Development Center

SOME DATA ELEMENTS RELATED TO DISABILITY

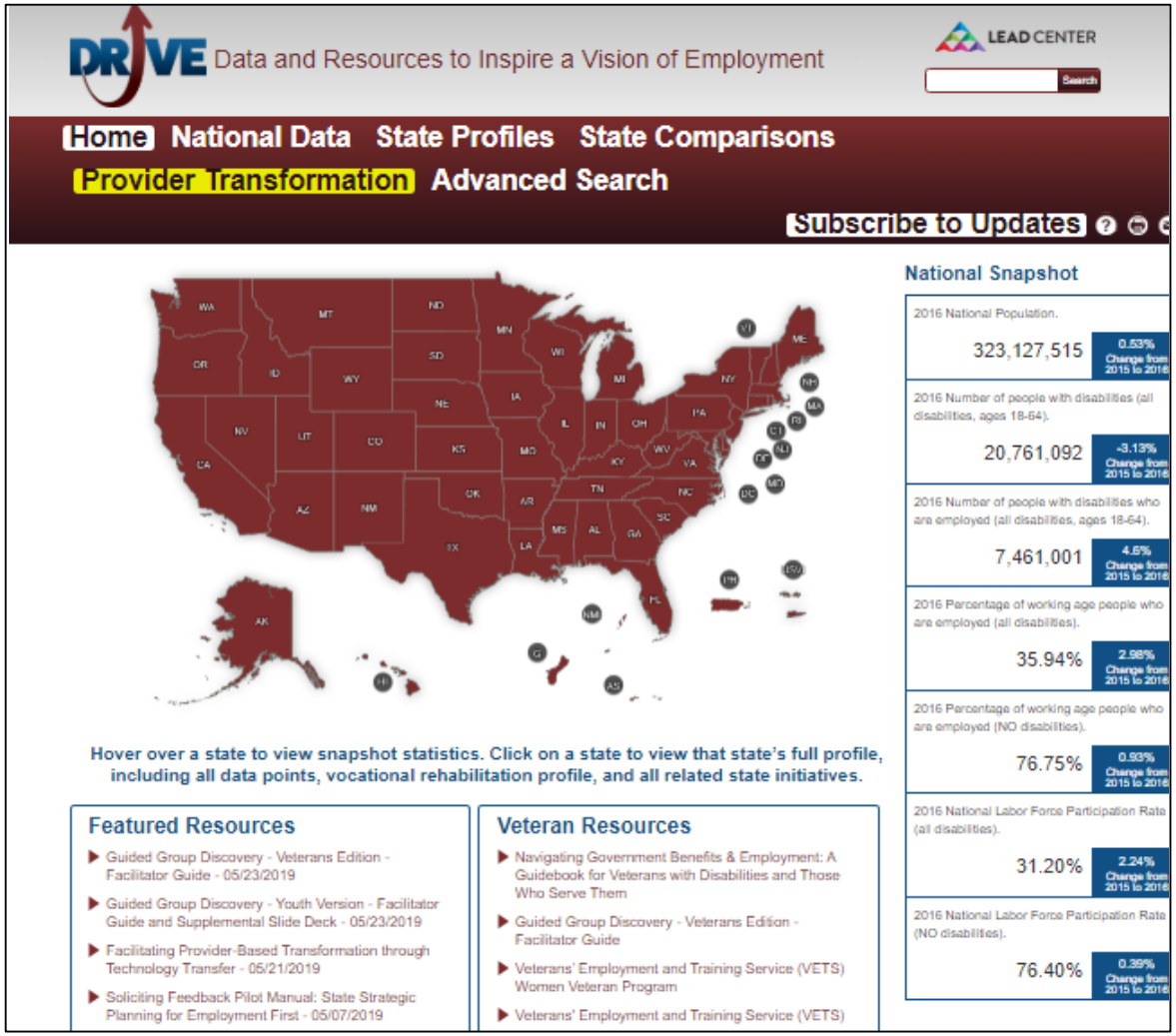
Some data elements are …

- Categories of disability (i.e., physical, mental, vision, hearing, learning, cognitive).
- Whether the person received services under other funding streams (VR, DD, MH/BH, HCBS Medicaid waiver, Veterans services, etc.).
- Whether the person is working in a disability setting, competitive integrated employment, sheltered work, individual or group supported employment, etc.
- Data elements pertaining to customized employment services, benefits planning services, and financial capability/asset development services.

These data elements are required to be collected and reported by many programs, including WIOA Title I Adult, Dislocated Worker and Youth Programs; Wagner-Peyser; Dislocated Worker grants; Reentry Employment Opportunity grants; YouthBuild; Job Corps; Jobs for Veterans state grants; and more.

LEAD
WIOA Policy Development Center

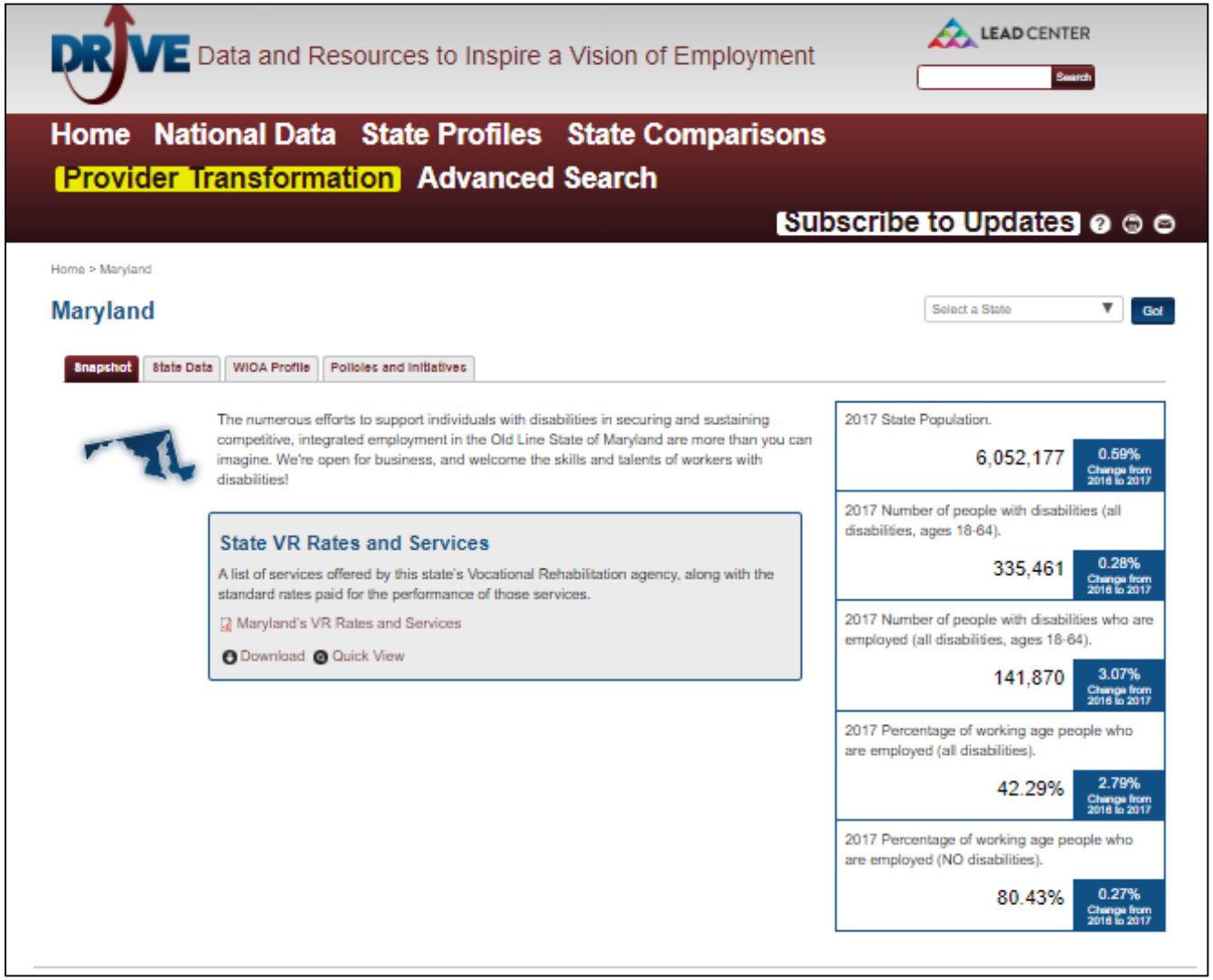
DATA & RESOURCES TO INSPIRE A VISION OF EMPLOYMENT (DRIVE)



www.drivedisabilityemployment.org

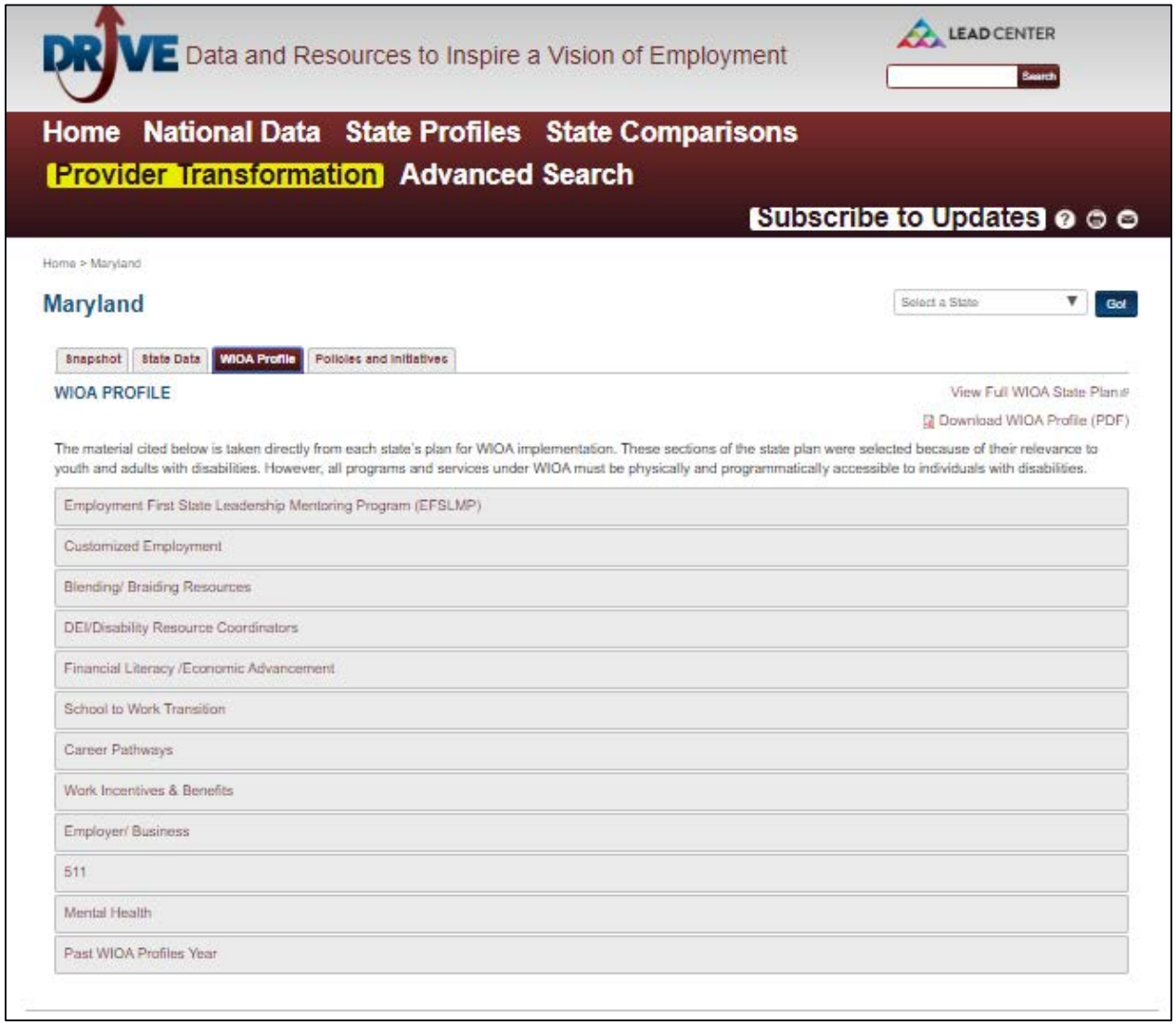
LEAD
WIOA Policy Development Center

DRIVE PAGE FOR MARYLAND



LEAD
WIOA Policy Development Center

MARYLAND STATE WIOA PROFILE



LEAD
WIOA Policy Development Center

THE IMPORTANCE OF COLLABORATION & LEVERAGING RESOURCES ACROSS SYSTEMS

Partnerships are still the best path to building system capacity.

- No single source of funds or resources is able to respond effectively to people with disabilities, who often face multiple barriers to employment (and every agency cannot be the funder of last resort).
- Partners can include Medicaid, Developmental Disabilities, Vocational Rehabilitation, Behavioral Health, Workforce (American Job Centers and Workforce Development Boards), Education (school-age, adult education, post-secondary education), Juvenile Justice, Child Welfare/Foster Care, Ticket to Work, Aging, Career Pathways Programs, community sources.
- Resource coordination across systems is required for successful systems transformation and success at the agency level.

LEAD
WIOA Policy Development Center

THANK YOU!

QUESTIONS?

LEAD
WIOA Policy Development Center