



LEAD CENTER

WIOA Implementation Partnerships: The Important Role of Centers for Independent Living

March 24, 2016

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WELCOME

Michael Morris

Co-Chair Policy Team, LEAD Center

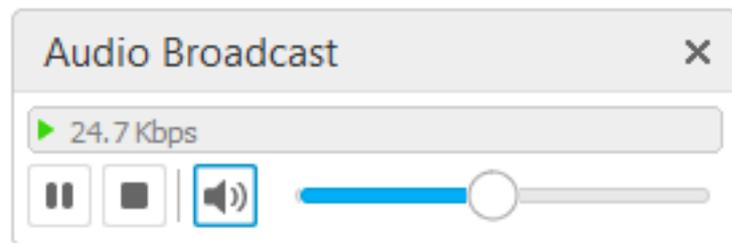
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The National Center on Leadership for the Employment and Economic Advancement of People with Disabilities (LEAD) is a collaborative of disability, workforce and economic empowerment organizations led by **National Disability Institute** with funding from the **U.S. Department of Labor's Office of Disability Employment Policy**, Grant No. #OD-23863-12-75-4-11.



LEAD CENTER MISSION

- ▶ To advance sustainable individual and systems level change that results in improved, competitive integrated employment and economic self-sufficiency outcomes for individuals across the spectrum of disability.



AGENDA

- ▶ Welcome
- ▶ Review Webinar Outcomes
- ▶ *Promoting Employment and Economic Advancement: A Toolkit for CILs and AJCs*
- ▶ Example of CIL and AJC Partnership in Montana
- ▶ Question and Answer Panel
- ▶ Final Thoughts



WEBINAR OUTCOMES

- ▶ Attendees will learn about:
 - ▶ The LEAD Center CIL-AJC Initiative
 - ▶ The Promoting Employment and Economic Advancement Toolkit for CILs and AJCs
 - ▶ An example of collaborative partnership at the local level
 - ▶ Federal and national perspectives about the potential partnerships CILs and AJCs can engage in.
 - ▶ Role a CIL can play to improve effective and meaningful participation of jobseekers with disabilities in the workforce system
 - ▶ Strategies to influence WIOA implementation in your local community and your state



TODAY'S SPEAKERS

Christopher Button, Ph.D.

Supervisor, Workforce Systems Policy

Office of Disability Employment Policy

U.S. Department of Labor



TODAY'S SPEAKERS, CONTINUED

Tami Hoar

Executive Director

Living Independently for
Today and Tomorrow
(LIFTT)

Michelle Letendre

Counselor

Bozeman Job Service



TODAY'S SPEAKERS, CONTINUED

Kelly Buckland

Executive Director

National Counsel on Independent Living



TODAY'S SPEAKERS, CONTINUED

Timothy Beatty

Chief, Independent Living Unit

Administration for Community Living

US Department of Health and Human Services



TODAY'S SPEAKERS, CONTINUED

David Jones

Workforce Analyst, Disability Employment Initiative
Employment and Training Administration (ETA)
U.S. Department of Labor



INTRODUCTION

- ▶ WIOA signed into law on July 22, 2014 (PL)113-128
- ▶ Job seekers with and without disabilities may receive and benefit from job search and placement assistance, career counseling, skills training, and other supportive services.
- ▶ Anchor of service delivery is the American Job Center with an emphasis on career pathways and sector partnerships to promote employment in in-demand industries
- ▶ Section 188: Equal Opportunity



FROM A DISABILITY PERSPECTIVE WHAT ARE THE BIG CHANGES

- ▶ Emphasis on career pathways and sector partnerships to promote employment in in-demand industries and occupations
- ▶ Eliminates sequence of services before enrollment in training
- ▶ Establishes a single Unified State Strategic Plan



FROM A DISABILITY PERSPECTIVE WHAT ARE THE BIG CHANGES (Cont.)

- ▶ Individuals with disabilities must be a part of State and Local Strategic Plans
- ▶ Performance outcomes must be identified and reported (including by disability)
- ▶ Criteria for certifying American Job Centers must include assessing physical and programmatic accessibility of facilities, programs, services, technology and materials, and appropriate staff training and support



WHAT ARE THE BIG CHANGES - YOUTH

- ▶ 75% of the youth formula program funds must be spent on out of school youth as compared to 30% under WIA (Title I)
- ▶ At least 20% of local youth formula funds must be used for work experiences such as summer jobs, on the job training and internships (Title I)
- ▶ At least 15% of state VR funds must provide pre-employment transition services to prepare youth for post-secondary education and employment (Title IV)



STRUCTURE AND DECISION-MAKING

- ▶ State divided into workforce development areas
- ▶ At state and local level, there are workforce development boards
- ▶ At service level, there are American Job Centers
- ▶ Local Boards are to enhance collaboration among employers, economic development entities, education, vocational rehabilitation, career and technical education with human services programs
- ▶ At individual level, there is the development of individualized plans for employment



FOR THE FIRST TIME

- ▶ Adds definition of customized employment in Title IV
 - ▶ Competitive integrated employment
 - ▶ Based on individual determination of strengths, needs, and interests of the individual with a significant disability
 - ▶ Designed to meet specific needs of the individual and employer
 - ▶ Carried out through flexible strategies



ALSO FOR THE FIRST TIME

- ▶ Promotes financial literacy activities for youth and adults with disabilities (Title I)
- ▶ Extends length of time for supported employment services from 18 to 24 months (Title IV)
- ▶ Places new limitations on use of subminimum wage (Title IV)
- ▶ Creates a Federal Cross-Agency Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities (Title IV)



WIOA Implementation Partnerships

LEAD CENTER CIL – AJC PARTNERSHIP INITIATIVE



COMMUNITY OF PRACTICE OVERVIEW

- ▶ Designed to bring together Independent Living Centers and American Job Centers to provide peer to peer mentorship, training, and technical assistance to learn from each other and from outside presenters on a variety of employment and economic advancement topics.



GOALS AND OBJECTIVES OF ONGOING PARTNERSHIP

- ▶ Improve Employment Outcomes of Job Seekers with Disabilities.
- ▶ Expand the Impact and Expertise of CILs and their partners to Create System Change.
- ▶ Improve the capacity of the Workforce Delivery system and their partners to meet the needs of Job Seekers with Disabilities.



LEAD CENTER CIL-AJC COMMUNITY OF PRACTICE

- ▶ National Collaborators
 - ▶ LEAD Center
 - ▶ National Council on Independent Living (NCIL)
- ▶ Centers for Independent Living
 - ▶ Community Resources for Independent Living, Hayward, California
 - ▶ Disability Rights and Resources, Birmingham, Alabama
 - ▶ Independence*First*, Milwaukee, Wisconsin
 - ▶ Montana Independent Living Project, Helena Montana
 - ▶ Paraquad, St. Louis, Missouri



LEAD CENTER'S CIL/AJC COLLABORATION ACTIVITIES

- ▶ Engaging with state and local Workforce Development Boards (WDBs) to become involved in Unified State Planning
- ▶ Supporting youth and adult job seekers in accessing services from their local AJC
- ▶ Providing training and support to AJC staff
- ▶ Cultivating relationships with AJC and WDB staff
- ▶ Share what they are learning along the way



PROMOTING EMPLOYMENT AND ECONOMIC ADVANCEMENT: A TOOLKIT FOR CILS AND AJCS

- ▶ CIL Guide to American Job Centers: Improving Services for Job Seekers with Disabilities
- ▶ Accessing American Job Center Services Checklist
- ▶ Effective Communication: Disability Awareness & Etiquette Guide
- ▶ FAQs: Using Customized Employment's Discovery and Group Discovery Models to Promote Job Seeker Success in American Job Centers

Now available at www.leadcenter.com



THE COLLECTIVE IMPACT FRAMEWORK

- ▶ Collective Impact is based on the understanding that complex social problems can be solved only by cross-sector coalitions that engage all relevant stakeholders. For WIOA implementation, the collaboration should engage:
 - ▶ Employers
 - ▶ Workforce Development System
 - ▶ Education
 - ▶ Vocational Rehabilitation
 - ▶ Behavioral Health System
 - ▶ Intellectual and Developmental Disabilities System
 - ▶ Adult Education and Literacy Programs
 - ▶ Social Security Ticket To Work Program
 - ▶ Community Disability Organizations
 - ▶ People with Disabilities
 - ▶ Medicaid



CRITICAL ELEMENTS

- ▶ Common Agenda
- ▶ Continuous Communication
- ▶ Mutually Reinforcing Activities
- ▶ Integrated Resources and Service Delivery
- ▶ Shared Measurement Systems



COLLABORATION OPPORTUNITIES

- ▶ Engaging state and local Workforce Development Boards
- ▶ Identifying barriers to employment
- ▶ Training AJC staff
- ▶ Monitor program and physical accessibility
- ▶ Raise expectations about skills development, employment and careers
- ▶ Mentorship and leadership development
- ▶ Provide support services



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MONTANA CIL-AJC PARTNERSHIPS



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Tami Hoar

Executive Director

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Counselor

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RESPONSE PANEL



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Administration

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PANEL DISCUSSION – QUESTION 1

- ▶ The Workforce Development system must provide effective and meaningful participation for all jobseekers to all services and supports available through the American Job Centers (AJCs). For jobseekers with disabilities, how can a Center for Independent Living help an AJC support full access for job seekers with disabilities?

PANEL DISCUSSION – QUESTION 2

- ▶ WIOA requires physical and program accessibility to all services available through the AJCs and regular monitoring by the workforce development leadership at a state and local level. How could a CIL work with an AJC to develop guidelines, train staff, and/or evaluate both physical and program access?



PANEL DISCUSSION – QUESTION 3

- ▶ Could a CIL be contracted to provide services for the AJC and/or Workforce Development Board?



PANEL DISCUSSION – QUESTION 4

- ▶ Most job seekers with disabilities are unaware of resources available to them through the AJC. How can a CIL help an AJC promote services to people with disabilities through marketing and outreach efforts?



PANEL DISCUSSION – QUESTION 5

- ▶ The ILA is a new part of the WIOA. How can ODEP, ETA, and ILA work more closely together to advance employment outcomes for youth and adults with disabilities? How can this national partnership better support the advancement of employment of people with disabilities at the state and local level CIL-AJC levels?



PANEL DISCUSSION – QUESTION 6

- ▶ The toolkit being released shares lessons learned from CILs around the country to build effective relationships with AJCs. How do we make this a priority nationwide?



PANEL DISCUSSION – QUESTION 7

- ▶ AJC staff are always looking for community resources and partnerships. What can a CIL do to be a value added collaborator? How can a CIL increase the comfort level of AJC staff in interacting with customers across the spectrum of disabilities?



PANEL DISCUSSION – QUESTION 8

- ▶ In July, all states begin implementing their unified plan. How can CILs and AJCs increase the participation of individuals with disabilities in career services and pathways that lead to better paying jobs?



PANEL DISCUSSION – QUESTION 9

What more can be done to strengthen CIL and AJC partnerships?



SECURING INPUT FROM OTHER CILS

- ▶ We want your input!
 - ▶ How can we better meet the needs of CILs?
 - ▶ What trainings on employment and financial capability are you interested in from the LEAD Center?
 - ▶ Share your thoughts at info@leadcenter.org.



WIOA Implementation Partnerships

FINAL THOUGHTS



LEAD CENTER WEBINAR SERIES

▶ **SAVE THE DATE**

- ▶ Financial Literacy and the Workforce Development System
- ▶ April 28, 2016, 3:00-4:30 p.m. ET



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