



LEAD CENTER

CILs and AJCs: Strategic Partnerships that Lead to Better Employment and Economic Advancement Outcomes

September 24, 2014

TODAY'S SPEAKERS

Brittany Taylor (Facilitator)

LEAD Center Project Coordinator

National Disability Institute

Elizabeth Jennings

LEAD Center Assistant Project Director

National Disability Institute



TODAY'S SPEAKERS

Judy Roy

Programs Coordinator
Disability Rights & Resources
Birmingham, Alabama

Carolyn Agee

Employment Specialist
Disability Rights & Resources
Birmingham, Alabama

Lois O'Mahoney

Employment Consultant
IndependenceFirst
Milwaukee, Wisconsin



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.

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WELCOME

Speed Davis

Senior Policy Advisor, Workforce System Policy

US Department of Labor

Office of Disability Employment Policy



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SUBMITTING QUESTIONS

For Q&A: Please use the chat box or Q&A box to send any questions you have during the webinar to **Nakia Matthews** or **Brittany Taylor** and we will direct the questions accordingly during the Q&A portion.

- ▶ If you are listening by phone and not logged in to the webinar, you may also ask questions by emailing questions to ejennings@ndi-inc.org.

Please note: This webinar is being recorded and the materials will be placed on the LEAD Center website at <http://www.leadcenter.org/webinars/cils-and-ajcs-strategic-partnerships-lead-better-employment-and-economic-advancement-outcomes>



TECHNICAL ASSISTANCE

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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

- ▶ Review webinar outcomes
- ▶ Introduction to the CIL-AJC Community of Practice
 - ▶ Goals
 - ▶ Highlights
- ▶ Impact of the Workforce Innovation and Opportunity Act on Employment and Economic Advancement Outcomes for People with Disabilities
- ▶ Coming Soon
- ▶ Question and Answer



WEBINAR OUTCOMES

Attendees will:

- ▶ Become familiar with the LEAD Center's CIL-AJC Community of Practice
- ▶ Learn about two CIL's experiences providing employment and financial capability services
- ▶ Learn how workforce centers and Centers for Independent Living can partner to improve services for job seekers with disabilities



LEAD CENTER CIL-AJC COMMUNITY OF PRACTICE

- ▶ National Collaborators
 - ▶ LEAD Center
 - ▶ National Council on Independent Living (NCIL)
 - ▶ National Association of Workforce Development Professionals (NAWDP)

- ▶ 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

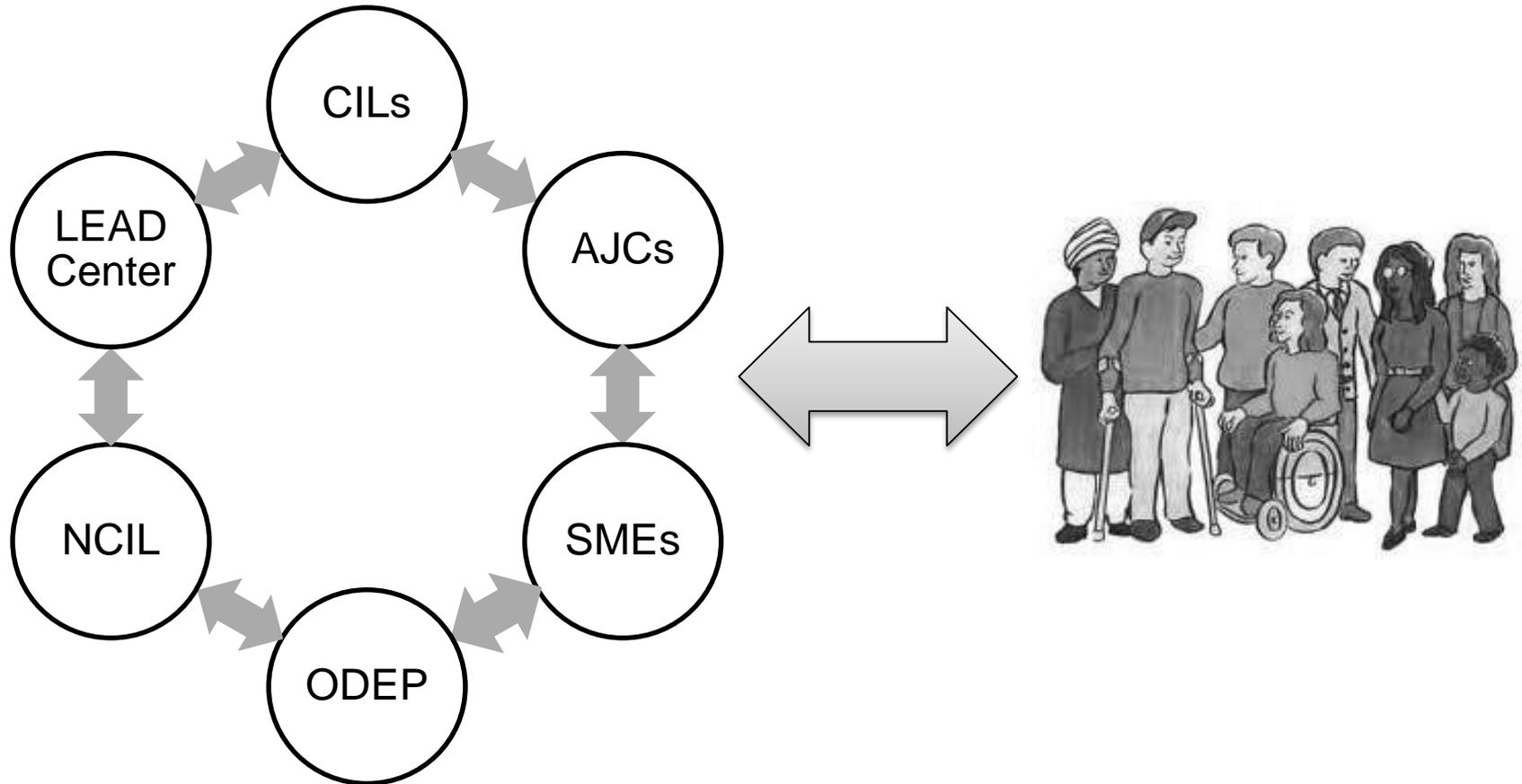


COMMUNITY OF PRACTICE OVERVIEW

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



COLLABORATIVE/COMMUNITY APPROACH



GOALS

- ▶ Create a sustainable forum to enable staff at CILs and AJCs to learn from each other and work collaboratively to improve the employment and economic advancement of jobseekers with disabilities.
- ▶ Provide training and technical assistance to CIL and AJC staff to build their capacity to implement economic advancement strategies that remove barriers that keep people with disabilities from getting and keeping jobs.
- ▶ Develop and disseminate guidance to educate and train job seekers and the people who support them at AJCs and CILs so that jobseekers with disabilities can get support to become employed, retain employment, and become financially secure.



WHY EMPLOYMENT?

- ▶ Employment is a critical component of living a life of one's choosing.
 - ▶ Provides resources
 - ▶ Offers opportunities
 - ▶ Decreases isolation
 - ▶ Improves well-being
- ▶ Identified goal of individuals with disabilities across the country.



THE CHALLENGE BY NUMBERS

- ▶ In 2013, 17.6 percent of persons with a disability were employed, compared to 64 percent of those with no disability.
- ▶ For all age groups, the employment-population ratio for persons with a disability was less than half that of those with no disability.
- ▶ Fifteen percent of workers with a disability were employed in federal, state, or local government, similar to the share for workers with no disability (14 percent).
- ▶ Employed persons with a disability were more likely to be self-employed than those with no disability.

US Census Bureau, <http://www.bls.gov/news.release/disabl.nr0.htm>



IMPACT OF EMPLOYMENT DISPARITY

- ▶ Higher rate of part-time employment - in 2013, 34 percent of workers with a disability were employed part time, compared with 19 percent of those with no disability.
- ▶ Unemployment and reduced levels of employment diminish financial security and opportunities to participate in employer benefits such as paid leave, medical benefits, and retirement funds.



IMPACT OF SUPPORT

- ▶ Employment services connect individuals to interview skills, benefit planning services, education and training opportunities, career pathways, and employers.
- ▶ Discussing employment can be powerful in opening individuals to the contribution they can make to their communities.



BUILDING CAPACITY

- ▶ To add to the impressive employment work and capacity of participating CILs and AJCs, Subject Matter Experts join the calls to share their expertise on topics identified by the members of the CoP:
 - ▶ Disability Employment Initiative
 - ▶ Section 503 and VEVRAA
 - ▶ Workforce Innovation and Opportunity Act



PANEL QUESTION - WHAT DOES SUPPORT LOOK LIKE?

- ▶ Let's start with some of the efforts that are underway now to support individuals you serve that are struggling to find employment.
- ▶ Please share a program, service, or linkage you provide to meet the employment needs or improve the employability of those you serve, and why.



WHY ECONOMIC ADVANCEMENT?

- ▶ People with disabilities live in poverty at a rate twice that of their non-disabled peers. (27.8% compared to 12.4%)
- ▶ Many people with disabilities have never managed a budget, opened a savings or checking account, applied for an assistive technology loan or understood how to build assets.



THE CHALLENGE BY NUMBERS

- ▶ Approximately half (48%) of people with disabilities report a personal income of less than \$15,000 and only 7% make more than \$50,000.
- ▶ Three in five (58%) people with disabilities said they are either struggling to get by and going further into debt each month or living paycheck-to-paycheck versus only 34% of people without disabilities.
- ▶ Just over one-third (37%) of people with disabilities report that they are not living paycheck-to-paycheck or have few financial worries, compared to 62% people without disabilities.



IMPACT OF INCOME DISPARITY

- ▶ Low income individuals have less financial knowledge and ability, achieve fewer financial goals, and have less access to financial services and products than individuals with higher incomes.
- ▶ Identifying and utilizing strategies to equip individuals with the knowledge and access they need becomes a critical first step to changing behavior and improving outcomes.



IMPACT OF SUPPORT

- ▶ Financial guidance such as benefits planning, savings/investments and tax advice improve positive behavior and reduce negative behavior for low income earners.
- ▶ The best time to reach an individual and teach them about their money is at a point in time when it's needed... such as during a job search.



BUILDING CAPACITY

- ▶ To add to the impressive economic advancement work and capacity of participating CILs and AJCs, Subject Matter Experts join the calls to share their expertise on topics identified by the members of the CoP:
 - ▶ Consumer Financial Protection Bureau (CFPB)
 - ▶ Federal Deposit Insurance Corporation (FDIC)



PANEL QUESTION - WHAT DOES SUPPORT LOOK LIKE?

- ▶ Let's start with some of the efforts that are underway now to support individuals you serve that are struggling financially.
- ▶ Please share a program, service, or linkage you provide to meet the financial needs or improve the financial capability of those you serve, and why.



WORKFORCE INNOVATION AND OPPORTUNITY ACT (2014)

PUBLIC LAW 113-128



THE WIOA LINK

- ▶ The Workforce Innovation and Opportunities Act (WIOA) identifies employment and economic advancement strategies as fundable services for youth and adults.
- ▶ CILs can offer needed guidance to AJCs on the need for and effective design of strategies for job seekers and workers with disabilities.



SECURING INPUT FROM OTHER CILS AND AJCS

- ▶ We want your input!
 - ▶ How can we meet the needs of CILs and AJCs?
 - ▶ What trainings on employment and financial capability are you interested in the LEAD Center sharing?
 - ▶ Share your thoughts at info@leadcenter.org.
- ▶ The CIL/AJC CoP will be expanding
 - ▶ Watch for upcoming opportunities to apply!
- ▶ Share this survey link with your local CIL
 - ▶ <http://www.surveymonkey.com/s/NCILLEADCENTERSURVEY>



QUESTIONS?



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

- ▶ During the course of the pilot, the CILs worked with the LEAD Center to develop tools to be used by other CILs and AJCs.
- ▶ The following tools are currently available in the toolkit:
 - ▶ CIL-AJC Toolkit Background Fact Sheet
 - ▶ CIL Guide to American Job Centers: Improving Services for Job Seekers with Disabilities
 - ▶ Effective Communication: Disability Awareness & Etiquette Guide
 - ▶ Accessing American Job Center Services Checklist
 - ▶ Workforce Glossary and Acronym Guide
- ▶ Additional documents will be added to the toolkit periodically. Join the [LEAD Center listserve](#) to stay up to date.



LEAD CENTER *FREE* WEBINAR SERIES

- ▶ The LEAD Center provides a new webinar on the last Wednesday of each month from 3:00p.m. EDT - 4:30p.m. EDT.

- ▶ Webinars include three mini-series on:
 1. Economic Advancement
 2. Leadership
 3. Employment

<http://www.leadcenter.org/webinars>



THANK YOU

Brittany Taylor

LEAD Center

Project Coordinator

National Disability Institute

btaylor@ndi-inc.org

Elizabeth Jennings

LEAD Center

Assistant Project Director

National Disability Institute

ejennings@ndi-inc.org

