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- ▶ Today's webinar will begin at 3:00 PM EDT
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AJC Certification & Section 188: A Window of Opportunity to Impact Equal Opportunity Policy & Practice for People with Disabilities

Jointly Presented by the DEI & LEAD
Technical Assistance Projects

FACILITATOR

Laura Gleneck

Project Manager, DEI Technical Assistance Team

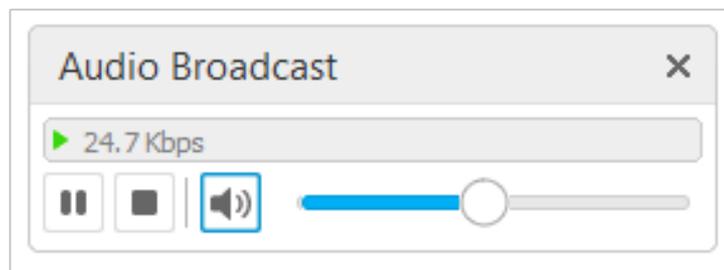
National Disability Institute

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Please note: This webinar is being recorded and the materials will be placed on the LEAD Center website at: <http://leadcenter.org/webinars/achieving-188-compliance-ajc-certification-key-strategies-actions-policy-procedures-series-3-3>

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PRESENTER – 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.

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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.

www.leadcenter.org

PRESENTER - DEI

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DISABILITY EMPLOYMENT INITIATIVE (DEI)

- ▶ To expand the capacity of American Job Centers (AJC) to improve education, training and employment outcomes of individuals with disabilities through a career pathways framework in support of the Workforce Innovation and Opportunity Act (WIOA).
- ▶ DEI is administered by the U.S. Department of Labor's Employment and Training Administration (ETA) and jointly funded with the Office of Disability Employment Policy (ODEP).

<https://dei.workforcegps.org/>

WINDOW OF OPPORTUNITY TO EXPAND ACCESSIBILITY AND OUTCOMES

- ▶ WIOA Core Partners share responsibility for aspects of service delivery and Section 188.
- ▶ Section 188 is a part of the regulatory framework for AJC Certification criteria and processes.
- ▶ EOOs and VR agencies are engaged in AJC Certification as SMEs in compliance and accessibility.
- ▶ AJCs and partners need resources/strategies to effectively implement both Section 188 and AJC Certification.

PART II REFLECTION

- 1. How was WIOA State Leadership engaged in the AJC certification process in Virginia, California and Missouri? How were they effective and what were their challenges?**
- 2. What were the reasons Virginia, California and Missouri chose to focus on state level activities to drive AJC certification processes?**

Do the reasons reflect the current reality in your state/region?
- 3. Are the cross partner relationships described by Virginia, California and Missouri similar to those that exist in your state/region?**

if not, would they be beneficial and how could they be developed?

WEBINAR PART III

Achieving 188 Compliance: Key Strategies & Actions from Policy to Practice

WIOA & SECTION 188 PART III - OBJECTIVES

- ▶ To contrast and compare the examples of states provided in Part II of this Webinar Series: Virginia, California, Missouri.
- ▶ To consider how these state examples may help to identify opportunities in other states/regions to enhance and expand Section 188 compliance using the AJC Certification process mandated by WIOA.
- ▶ To use the information and examples in Part I and II of the training series to reflect on the progress of other states/regions.
- ▶ To ask questions directly of the states highlighted in this training series and develop action steps in other states around Section 188 and AJC Certification.

STATE WORKFORCE SYSTEMS MAKING EQUAL OPPORTUNITY A PRIORITY

State strategies implementing effective AJC Certification processes, with Section 188 as framework.

▶ Virginia

- ▶ State Cross Partner & Cross Title Taskforce
- ▶ Diverse Workforce & Disability Taskforce, Policy Administrator

▶ California

- ▶ Continuous Improvement Matrix
- ▶ Levels of Certification: Baseline & Hallmarks of Excellence

▶ Missouri

- ▶ Section 188 Disability Reference Guide
- ▶ Equal Opportunity Officers & Vocational Rehabilitation

VIRGINIA SECTION 188 & AJC CERTIFICATION

Key Strategies & Action Steps

- ▶ Access to AJCs is everyone's responsibility & access to AJCs is for everyone!
- ▶ Creation of ACTION-oriented Accessibility Taskforce
- ▶ Policy perspective + practical application = OUTCOMES
- ▶ Diverse cross-partners provide critical expertise & TA
- ▶ WIOA is opportunity for ALL "Titles" to increase access
- ▶ VR is strategic leader across WIOA programs/partners
- ▶ DEI is implementing promising practices that can be leveraged statewide

VIRGINIA WORKFORCE DEVELOPMENT

Aida Pacheco

Special Projects Coordinator
Virginia Community Colleges System
Workforce Development Services Division

Constance Green

WIOA Adult & Dislocated Worker Programs State Coordinator
(under Title I Administrator)

Sinclair Hubbard

Disability Employment Initiative (DEI) Project Lead Disability
Resource Coordinator
Department for Aging & Rehabilitative Services (State
Vocational Rehabilitation)

QUESTION & ANSWER:

VIRGINIA WORKFORCE DEVELOPMENT

CALIFORNIA SECTION 188 & AJC CERTIFICATION

Key Strategies & Action Steps

- ▶ Baseline criteria is not subjective - it is compliance
- ▶ Hallmarks identify areas where AJCs are exceeding expectations & basis for continuous improvement
- ▶ Ensure that policy includes realistic & attainable criteria
- ▶ Every element of Hallmarks of Excellence asks local areas to identify & write areas of improvement
- ▶ Goal is to recognize that system can always improve

CALIFORNIA WORKFORCE DEVELOPMENT

Morgan Lardizabal

Associate Governmental Program Analyst
The Employment Development Department (EDD)

Carlos Bravo

WIOA Directives,
Local & State Board Liaison
California Workforce Development Board

QUESTION & ANSWER:

CALIFORNIA WORKFORCE DEVELOPMENT

MISSOURI SECTION 188 & AJC CERTIFICATION

Key Strategies & Action Steps

- ▶ Commitment to partnership building with VR
- ▶ Statewide training using 188 Promising Practices Guide
- ▶ Empowering local regions with grant for 188 activities & support to better serve people with disabilities
- ▶ VR supports AJC staff/partners to build confidence in better serving customers with disabilities
- ▶ Development of local disability subcommittees
- ▶ VR as part of review team in AJC Certification process

MISSOURI WORKFORCE DEVELOPMENT

Yvonne Wright

Director of Workforce Development &
Business Outreach for
Missouri Vocational Rehabilitation

QUESTION & ANSWER:

MISSOURI WORKFORCE DEVELOPMENT

SECTION 188 DISABILITY REFERENCE GUIDE

- ▶ [Promising Practices in Achieving Universal Access and Equal Opportunity: A Section 188 Disability Reference Guide](#)
- ▶ The Reference Guide was jointly developed by:
 - ▶ Civil Rights Center (CRC)
 - ▶ Employment and Training Administration (ETA)
 - ▶ Office of Disability Employment Policy (ODEP)
 - ▶ With support and assistance from ODEP's LEAD Technical Assistance Center at the National Disability Institute.

SECTION 188 DISABILITY REFERENCE GUIDE

- ▶ The promising practices in the Guide correlate with the nondiscrimination (equal opportunity) and universal access requirements of Section 188 of the Workforce Investment Act (WIA):
 - ▶ Reference Guide does not create new legal requirements or change current legal requirements;
 - ▶ Promising practices do not preclude states and recipients from devising alternative approaches;
 - ▶ Adoption of promising practices will not guarantee compliance.

AJC CERTIFICATION/SECTION 188 WEBINAR SERIES

AJC Certification & Section 188:

A Window of Opportunity to Impact Equal Opportunity Policy & Practice for Individuals with Disabilities

► **RECORDING & SLIDES Part I:**

<http://leadcenter.org/webinars/wioa-disability-perspective-section-188-powerful-foundation-access-series-1-3>

► **RECORDING & SLIDES Part II:**

<http://leadcenter.org/webinars/state-workforce-systems-are-making-equal-opportunity-priority-missouri-virginia-california-series-2-3>

► **RECORDING & SLIDES Part III:**

<http://leadcenter.org/webinars/achieving-188-compliance-ajc-certification-key-strategies-actions-policy-procedures-series-3-3>

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 - ▶ Elizabeth Jennings, Asst. Project Director, ejennings@ndi-inc.org
 - ▶ Jamie Robinson, EO Technical Assistance, jrobinson@ndi-inc.org

CONNECT WITH DEI AND ETA DISABILITY EMPLOYMENT RESOURCES

- ▶ WorkforceGPS DEI Collection: <https://dei.workforcegps.org/>
 - ▶ Front Line DEI Resources: https://dei.workforcegps.org/resources/2017/11/17/13/18/Front_Line_DEI_Resources
 - ▶ DEI Best Practices Highlights: https://disability.workforcegps.org/resources/2017/09/14/13/01/Disability_Employment_Initiative_DEI_Best_Practice_Series
- ▶ WorkforceGPS Disability and Employment Community: <https://disability.workforcegps.org/>
 - ▶ Join “Connect the Pieces”: <https://www.workforcegps.org/register>

Online resource destination for the AJC network, people with disabilities, and employers and stakeholders who partner with the workforce system to provide services/programs to people with disabilities and other barriers to employment. Check the “Disability and Employment” box and other community memberships that can support your work.