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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**

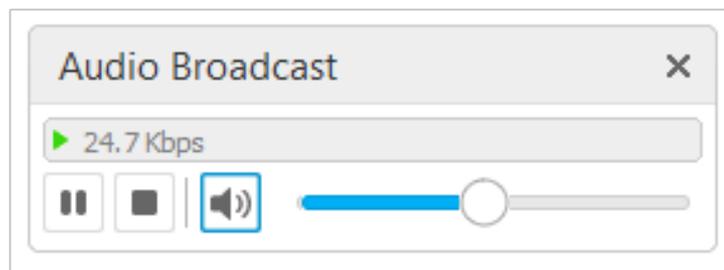
**National Disability Institute**

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***Please note:*** This webinar is being recorded and the materials will be placed on the LEAD Center website at: <http://www.leadcenter.org/webinars/wioa-state-plan-modifications-disability-perspective-recommendations-ensuring-inclusion-and-equal-opportunity-state-plan-updates>

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# PRESENTER – LEAD CENTER

**Jamie Robinson, MA**  
**LEAD Center**  
**National Disability Institute**  
**[Jrobinson@ndi-inc.org](mailto:Jrobinson@ndi-inc.org)**



**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.**

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.



# 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](http://www.leadcenter.org)

# PRESENTER - DEI

**Brian Ingram**  
**Disability Employment Initiative (DEI)**  
**[Bingram@ndi-inc.org](mailto:Bingram@ndi-inc.org)**  
**National Disability Institute**



# 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 and jointly funded with the Office of Disability Employment Policy.

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

# WELCOME

**Christopher Button, Ph.D.**

Supervisor, Workforce Systems Policy

U.S. Department of Labor

Office of Disability Employment Policy

# THE CONNECTION BETWEEN SECTION 188 & AJC CERTIFICATION

- ▶ LEAD and DEI have been engaged in WIOA implementation with a focus on disability in multiple states nationwide.
- ▶ Both TA centers provide support to states as they operationalize State WIOA plans.
- ▶ Section 188 and AJC Certification both require AJCs to continuously evaluate and improve accessibility of AJC services and programs.
- ▶ Compliance with Section 188 and engagement in AJC Certification has broadened under WIOA to include services by all core partners.

# 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 I REFLECTION

- 1. Who is leading your State's AJC Certification Processes?**  
Is it one entity, such as the State WDB, or all core WIOA partners?
- 2. Is EOO and VR involved in the Certification process?**  
If so, how are they involved and what is their role?
- 3. Are State/local cross-systems with varied disability and community partners involved in the process?**  
If so, how are they involved and what is their role?
- 4. Has your State surveyed AJC managers, staff, customers and partners on Section 188 and accessibility?**
- 5. Has your State provided training on Section 188?**
- 6. Who will monitor your State's continuous improvement plans and provide technical assistance on compliance issues?**

# WEBINAR PART II

## State Workforce Systems that are Making Equal Opportunity a Priority: Virginia, California, Missouri

# WIOA & SECTION 188 PART II - OBJECTIVES

- ▶ **To learn effective strategies that may be replicated in other workforce regions to ensure equal opportunity compliance and expand accessibility to individuals with disabilities, including:**
  - ▶ Leveraging expertise from diverse workforce & disability partners to influence policy & procedures that increase accessibility
  - ▶ Initiating statewide training efforts around Section 188, especially programmatic access
  - ▶ Increasing funding to support an effective State EO program
  - ▶ Leveraging promising practices from a DEI or other disability initiatives to improve outcomes for individuals with disabilities
  - ▶ Employing AJC Certification processes that motivate AJCs to more strategically evaluate accessibility & develop continuous improvement plans that demonstrate progress

# VIRGINIA WORKFORCE DEVELOPMENT

**Aida Pacheco**

Special Projects Coordinator

Virginia Community Colleges System

Workforce Development Services Division

# VIRGINIA'S WORKFORCE SYSTEM STRUCTURE



# VIRGINIA SECTION 188 & AJC CERTIFICATION

## Key Strategies & Action

- ▶ Access to AJCs is everyone's responsibility & access to AJCs is for everyone!

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# VIRGINIA SECTION 188 & AJC CERTIFICATION

## Key Strategies & Action

- ▶ Access to AJCs is everyone's responsibility & access to AJCs is for everyone!
- ▶ Build on history of collaboration and leadership at state and local level
- ▶ Creation of ACTION-oriented Accessibility Taskforce

# VIRGINIA WORKFORCE DEVELOPMENT

## Constance Green

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

# VIRGINIA SECTION 188 & AJC CERTIFICATION

## Key Strategies & Action

- ▶ Policy Perspective + Practical Application = OUTCOMES

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# VIRGINIA SECTION 188 & AJC CERTIFICATION

## Key Strategies & Action

- ▶ Policy Perspective + Practical Application = OUTCOMES
- ▶ Diverse cross-partners provide critical expertise & TA
- ▶ WIOA is opportunity for ALL “Titles” to increase access

# VIRGINIA WORKFORCE DEVELOPMENT

## Sinclair Hubbard

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

# VIRGINIA SECTION 188 & AJC CERTIFICATION

## Key Strategies & Action

- ▶ VR is strategic leader across WIOA programs/partners

# VIRGINIA SECTION 188 & AJC CERTIFICATION

## Key Strategies & Action

- ▶ VR is strategic leader across WIOA programs & partners
- ▶ DEI is implementing promising practices that can be leveraged statewide

# VIRGINIA SECTION 188 & AJC CERTIFICATION

## Key Strategies & Action

- ▶ 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

# CALIFORNIA WORKFORCE DEVELOPMENT

## Morgan Lardizabal

Associate Governmental Program Analyst  
The Employment Development Department  
(EDD)

# CALIFORNIA SECTION 188 & AJC CERTIFICATION

## Key Strategies & Action Steps

- ▶ Baseline criteria is not subjective - it is compliance

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- ▶ Hallmarks identify areas where AJCs are exceeding expectations & basis for continuous improvement

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## 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

# CALIFORNIA WORKFORCE DEVELOPMENT

**Carlos Bravo**

WIOA Directives,

Local & State Board Liaison

California Workforce Development Board

# CALIFORNIA SECTION 188 & AJC CERTIFICATION

## Key Strategies & Action Steps

- ▶ Every element of Hallmarks of Excellence asks local areas to identify & write areas in need of improvement

# CALIFORNIA SECTION 188 & AJC CERTIFICATION

## Key Strategies & Action Steps

- ▶ Every element of Hallmarks of Excellence asks local areas to identify & write areas in need of improvement
- ▶ Goal is to recognize that system can always improve

# 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

# MISSOURI WORKFORCE DEVELOPMENT

**Danielle Smith**

State of Missouri

WIOA Equal Opportunity Officer

Department of Economic Development

Division of Workforce Development

# MISSOURI SECTION 188 & AJC CERTIFICATION

## Key Strategies & Action Steps

- ▶ Ongoing commitment to partnership building with VR

# MISSOURI SECTION 188 & AJC CERTIFICATION

## Key Strategies & Action Steps

- ▶ Ongoing commitment to partnership building with VR
- ▶ Statewide training using 188 Disability Reference Guide

# MISSOURI WORKFORCE DEVELOPMENT

**Mardy Leathers**

Director of Missouri

Division of Workforce Development

Department of Economic Development

# MISSOURI SECTION 188 & AJC CERTIFICATION

## Key Strategies & Action Steps

- ▶ Empowering local regions with grants for 188 activities & support to better serve people with disabilities

# MISSOURI WORKFORCE DEVELOPMENT

**Yvonne Wright**

Director of Workforce Development &  
Business Outreach for  
Missouri Vocational Rehabilitation

# MISSOURI SECTION 188 & AJC CERTIFICATION

## Key Strategies & Action Steps

- ▶ VR supports AJC staff/partners to build confidence in better serving customers with disabilities

# MISSOURI SECTION 188 & AJC CERTIFICATION

## Key Strategies & Action Steps

- ▶ VR supports AJC staff/partners to build confidence in better serving customers with disabilities
- ▶ Development of disability local subcommittees

# MISSOURI SECTION 188 & AJC CERTIFICATION

## Key Strategies & Action Steps

- ▶ VR supports AJC staff/partners to build confidence in better serving customers with disabilities
- ▶ Development of disability local subcommittees
- ▶ VR as part of review team in AJC Certification process

# 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 disability local subcommittees
- ▶ VR as part of review team in AJC Certification process

# SECTION 188 DISABILITY REFERENCE GUIDE

- ▶ [Promising Practices in Achieving Universal Access and Equal Opportunity: A Section 188 Disability Reference Guide](#)
- ▶ <https://www.dol.gov/oasam/programs/crc/Section188Guide.pdf>
- ▶ 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.

# QUESTION & ANSWER

## **AJC Certification & Section 188: A Window of Opportunity to Impact Equal Opportunity Policy & Practice for Individuals with Disabilities**

# UPCOMING WEBINARS

## WEBINAR SERIES

### AJC Certification & Section 188:

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

► **RECORDING Part I:** [https://youtu.be/\\_ep-cSODyG4](https://youtu.be/_ep-cSODyG4)

► **Part III:** Mon, April 30 from 3:00-4:00pm (EST)

– *Achieving 188 Compliance & AJC Certification:  
Key Strategies & Actions from Policy to Procedures*

# CONNECT WITH THE LEAD CENTER

- ▶ Website: [www.leadcenter.org](http://www.leadcenter.org)
  - ▶ DRIVE Website: <http://drivedisabilityemployment.org/>
  - ▶ Sign up for LEAD Center News: <http://eepurl.com/sQiHr>
- ▶ Follow the LEAD Center on...
  - ▶ Facebook: [www.facebook.com/LEADCtr](http://www.facebook.com/LEADCtr)
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  - ▶ YouTube: <https://www.youtube.com/user/LEADCtr>
- ▶ Contact us:
  - ▶ Rebecca Salon, Project Director, [rsalon@ndi-inc.org](mailto:rsalon@ndi-inc.org)
  - ▶ Elizabeth Jennings, Asst. Project Director, [ejennings@ndi-inc.org](mailto:ejennings@ndi-inc.org)
  - ▶ Aramide Awosika, Project Coordinator, [aawosika@ndi-inc.org](mailto:aawosika@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](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](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.

# NEXT STEPS

**April 30, 2018**

**3:00-4:00pmEST**

**REGISTER HERE:**

<https://leadcenter.webex.com/leadcenter/onstage/g.php?MTID=e025cb1f8932f02359c28c1e57b47f74e>

**Achieving 188 Compliance & AJC  
Certification: Key Strategies & Actions from  
Policy to Procedure**