



WIOA and the Unified State Planning Process

Part 2 of 4-Part Series on WIOA

LEAD Center WIOA Webinar Series
April 29, 2015

TODAY'S SPEAKERS

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TODAY'S SPEAKERS

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TODAY'S SPEAKERS

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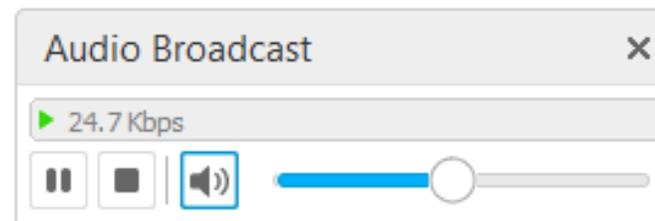
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WELCOME

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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.

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AGENDA

- ▶ Review webinar outcomes
- ▶ Overview of the Unified State Planning Process
- ▶ Collective Impact Framework: Harnessing the Power of Collaboration
- ▶ Discussion with District of Columbia Collaborators
- ▶ Questions & Answers
- ▶ Upcoming Webinars



WEBINAR OUTCOMES

▶ Attendees will learn about:

- ▶ The core elements of the Unified State Plan
- ▶ Opportunities for cross system collaboration in the development of the plan
- ▶ Specific provisions to improve access to and participation of youth and adults with disabilities in state and local workforce development services and supports.
- ▶ Timelines and the approval process for stat plans with review by USDOL and USDOE.
- ▶ Opportunities for participation of multiple stakeholders in the disability community.



Employment and Training Administration

OVERVIEW OF THE UNIFIED STATE PLANNING PROCESS



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WIOA INTRODUCTION

- ▶ WIOA signed into law on July 22, 2014 (PL)113-128
- ▶ Proposed rules to implement WIOA were published on April 16, 2015
- ▶ Job seekers with and without disabilities may receive and benefit from job search and placement assistance, career counseling, skills training, and other supportive services.
- ▶ The new law will take effect July 1, 2015 except for amendments to the Rehabilitation Act which took effect on the date of enactment



SOME WIOA KEY 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



SOME WIOA KEY CHANGES

- ▶ 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



WIOA PROPOSED RULE

- ▶ Published On April 16th for 60 days public comment
- ▶ Five Notices of Proposed Rulemaking (NPRMs) – 1 joint NPRM, 1 Dept of Labor -Only NPRM and 3 Education-Only NPRMs.
- ▶ Unified and Combined Plans are found in the Joint NPRM, developed in partnership between the Department of Education and Department of Labor.
- ▶ Comments should be submitted in accordance with the process outlined in the NPRMs, by visiting <http://www.regulations.gov>.
- ▶ Final Rule will be published in 2016.



WIOA STATE PLAN REQUIREMENTS

- ▶ Citation: Section 102 and 103 of the Workforce Innovation and Opportunity Act (WIOA). Governor must submit a State Plan to the U.S. Secretary of Labor that outlines a four-year strategy for the State's workforce development system.
- ▶ Required for Funding: States must have approved State Plans in place to receive funding for WIOA's six core programs.



WIOA STATE PLAN REFORM PRINCIPLES:

- ▶ Better Alignment and Integration
- ▶ Planning Across Programs



UNIFIED PLAN - REQUIRED:

- ▶ WIOA requires a single Unified State Plan, covering six core programs under WIOA:
 - ▶ Department of Labor Programs:
 - ▶ the Adult Program (title I),
 - ▶ the Dislocated Worker Program (title I),
 - ▶ the Youth Program (title I),
 - ▶ the Wagner-Peyser Act Program (title III),
 - ▶ Department of Education Programs:
 - ▶ the Adult Education and Literacy Program (title II), and
 - ▶ the Vocational Rehabilitation Program (title IV of WIOA and title I of the Rehabilitation Act of 1973).



COMBINED STATE PLAN OPTION:

States may submit a Combined Plan that includes the core programs listed above *plus* plans for one or more of the following workforce programs:

- ▶ **Perkins** Career and technical education programs
- ▶ **TANF** Temporary Assistance for Needy Families Program
- ▶ **SNAP** Employment and Training Programs under the Supplemental Nutrition Assistance Program
- ▶ **AG** Work programs authorized under section 6(o) of the Food and Nutrition Act of 2008
- ▶ **TAA** Trade Adjustment Assistance for Workers Programs



COMBINED STATE PLAN OPTION CONT.:

- ▶ **JVSG** Jobs for Veterans State Grants Program
- ▶ **UI** Unemployment Insurance Programs
- ▶ **SCSEP** Senior Community Service Employment Program
- ▶ **HUD** Employment and training activities carried out by the Department of Housing and Urban Development
- ▶ **CSBG** Community Services Block Grant Program
- ▶ **ReXo** Reintegration of Ex-Offenders Program



TIMELINE AND SUBMISSIONS/GUIDANCE:

- ▶ Law enacted: July 22, 2014.
- ▶ State Plan Guidance and Information Collection Requirements: Late fall 2015
- ▶ Submission: States must submit by March 3, 2016
- ▶ Approval By: States must have approved plan in place by June 30, 2016.
- ▶ Duration: Four years for core programs
- ▶ Modifications: After year 2 of plan



STRATEGIC APPROACH:

- ▶ State Strategy: The plan must describe the State's overall strategy for workforce development and how the strategy will meet identified skill needs for workers, job seekers and employers.
- ▶ Local Plans: In turn, local plans must be aligned to the strategy described in the State plan, and must describe how services provided at the local level will be aligned to regional labor market needs.



STATE PLAN CONTENT:

Strategic Planning Elements section includes:

- ▶ Analyses of the State's economic conditions, workforce characteristics, and workforce development activities.
- ▶ These drive the required vision and goals for the State's workforce development system and alignment strategies for workforce development programs.



STATE PLAN CONTENT:

Operational Planning Elements section supports the State's strategic vision and goals and includes:

- ▶ State Strategy Implementation,
- ▶ State Operating Systems and Policies,
- ▶ Program-Specific Requirements, and
- ▶ Assurances.



REVIEW AND APPROVAL PROCESS:

- ▶ Plans will be submitted to the Department of Labor, and immediately available to the Department of Education through a mechanism that will be described in Joint Guidance.
- ▶ Unified Plans will be jointly reviewed and approved by both Secretaries.
- ▶ In addition, Combined Plans will be reviewed by the appropriate Secretary for any Combined Plan partner programs included.



WHAT CAN BE DONE NOW:

- ▶ Review the law - Section 102 and 103 of WIOA
- ▶ Bring required core partners together
- ▶ Connect with any additional partners
- ▶ Develop a timeline for plan development
- ▶ Gather and analyze Labor Market Information
- ▶ Develop State Vision and Overall Strategy



LOCAL STAKEHOLDERS ROLE:

- ▶ Work with the State as a partner in development of the State Plan
- ▶ Local Boards are consulted by the State in Development of the State Plan
- ▶ Local Planning may occur following State Plan Development; local planning is based on the guidance that the State provides.



JOINT REGULATIONS AND GUIDANCE

- ▶ Partnership at the Federal Level: The Departments of Labor, Education and Health and Human Services, have worked together to implement the Unified and Combined State Planning provisions of WIOA.
- ▶ Inter-Agency Work: Workgroups and leadership teams across multiple agencies have worked, and continue to work, together to:
 - ▶ Draft the Joint Notice of Proposed Rule Making for State Planning,
 - ▶ Develop planning requirements for the information collection,
 - ▶ Draft joint operating guidance on State Planning,
 - ▶ Develop a submission mechanism and inter-agency review process,
 - ▶ Sort the challenges of differing planning and modification cycles and performance negotiation timelines, and
 - ▶ Identify the technical assistance needs.



FEDERAL PARTNER PROGRAMS:

Workgroups have included leadership and program experts from the following agencies and Federal programs:

- ▶ **Employment and Training Administration, Department of Labor:**
Adult and Dislocated Worker Programs, Wagner-Peyser, Youth Programs, Unemployment Insurance, Senior Community Service Employment Program, Trade Adjustment Assistance
- ▶ **Office of Career, Technical, and Adult Education, Department of Education –**
Adult Education, Perkins
- ▶ **Rehabilitation Services Administration, Department of Education**
Vocational Rehabilitation
- ▶ **Administration for Children and Families, Health and Human Services**
Temporary Assistance for Needy Families Program, Community Service Block Grant
- ▶ **Veterans' Employment and Training Service, Department of Labor**
Jobs for Veteran State Grants (Department of Labor)
- ▶ **Food and Nutrition Service, Department of Agriculture**
Supplemental Nutrition Assistance Program Employment & Training



WIOA RESOURCES

- ▶ Notice of Proposed Rule Making: www.regulations.gov (State Plan requirements are in the Dept. of Labor and Dept. of Education Joint NPRM)
- ▶ Employment and Training Administration's WIOA Resource Page, which includes WIOA Operating Guidance, www.doleta.gov/WIOA
- ▶ To submit general questions (other than comments to NPRM), email to: dol.WIOA@dol.gov



WIOA and the Unified State Planning Process

COLLECTIVE IMPACT FRAMEWORK: HARNESSING THE POWER OF COLLABORATION



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UNIFIED STATE PLANS

- ▶ Under Section 102 of the WIOA (P.L. 113-128 § 102) at a minimum, states must submit a Unified State Plan that includes the following core programs administered by DOL and ED:
 - ▶ Adult, Dislocated Worker and Youth formula programs (DOL)
 - ▶ Wagner-Peyser Act employment services (DOL)
 - ▶ Adult Education and Literacy programs (ED)
 - ▶ Vocational Rehabilitation Act (ED)



COMBINED STATE PLAN

- ▶ The state has the option to submit a Combined State Plan that includes the core programs and one or more additional programs including:
 - ▶ Career & Technical Education (Carl Perkins)
 - ▶ Title IV of the SSA (TANF)
 - ▶ Food and Nutrition Act of 2008 (SNAP)
 - ▶ Employment Programs under the Food and Nutrition Act of 2008
 - ▶ Trade Adjustment Act Programs (TAA)
 - ▶ Job Services for Veterans (JSV)
 - ▶ Unemployment Insurance (UI)
 - ▶ Older Americans Act (Title V)
 - ▶ Housing and Urban Development Employment and Training Programs (HUD E&T)
 - ▶ Community Services Block Grant Employment and Training Programs (CSBG E&T)
 - ▶ Second Chance Act.



THE COLLECTIVE IMPACT FRAMEWORK

- ▶ Complex social problems can be solved only by cross-sector coalitions that engage all relevant stakeholders. Cross-System collaboration should engage:
 - ▶ Employers
 - ▶ Workforce Development System
 - ▶ Education
 - ▶ Vocational Rehabilitation
 - ▶ Mental Health Service Delivery System
 - ▶ Intellectual and Developmental Disabilities Services Delivery System
 - ▶ Adult Education and Literacy Programs
 - ▶ Social Security Ticket To Work Program
 - ▶ Non-Profit Disability Organizations
 - ▶ People with Disabilities

Kania, J and Kramer, M. (2011) Collective Impact. *Stanford Social Innovation Review*. Winter 2011



FIVE CONDITIONS OF COLLECTIVE IMPACT

- ▶ Common agenda
- ▶ Shared measurement systems
- ▶ Mutually reinforcing activities
- ▶ Continuous communication
- ▶ Backbone support



COMMON AGENDA

- ▶ Collective impact requires all participants to have a shared vision for change, one that includes a common understanding of the problem and a joint approach to solving it through agreed upon actions.
- ▶ Organizations often have slightly different definitions of the problem and ultimate goal.
- ▶ Collective impact requires that these differences be discussed and resolved.



SHARED MEASUREMENT SYSTEMS

- ▶ Agreement on a common agenda is illusory without agreement on the ways success will be measured and reported.
- ▶ Shared measurement systems enable participants to hold each other accountable and learn from each other's successes and failures.



MUTUALLY REINFORCING ACTIVITIES

- ▶ Collective impact depends on a diverse group of stakeholders working together, not by requiring that all participants do the same thing but by encouraging each participant to undertake the specific set of activities at which it excels in a way that supports and is coordinated with the actions of others.



CONTINUOUS COMMUNICATION

- ▶ Participants may need regular meetings to build enough experience with each other to recognize and appreciate the common motivation behind their different efforts.
- ▶ They need time to see that their own interests will be treated fairly and that decisions will be made on the basis of objective evidence and the best possible solution to the problem, not to favor the priorities of one organization over another.
- ▶ Even the process of creating a common vocabulary takes time.



BACKBONE SUPPORT

- ▶ The backbone supports organization plans, manages, and supports the initiative through ongoing facilitation, technology and communications support, data collection and reporting, and handling the myriad logistical and administrative details needed for the initiative to function smoothly



HARNESSING THE POWER OF COLLABORATION: COMMON AGENDA

- ▶ Recommendation 1: State and Local Workforce Boards should proactively outreach to people with disabilities and their families, providers of long term services and supports, and disability nonprofit organizations to identify needs and challenges to effective participation in career and training services funded by AJCs
 - ▶ Approach:
 - ▶ Public Forums
 - ▶ Focus Group Meetings
 - ▶ Formal Request for Comments



HARNESSING THE POWER OF COLLABORATION: COMMON AGENDA

- ▶ Recommendation 2: Identify across service delivery systems efforts to increase competitive integrated employment for youth and adults with disabilities.
 - ▶ Approach:
 - ▶ Integrated Resource Teams
 - ▶ Braiding and Blending of funds
 - ▶ Data Sharing Agreements



HARNESSING THE POWER OF COLLABORATION: SHARED MEASUREMENT SYSTEMS

- ▶ Recommendation 3: Describe customer flow with a map of services and touch points across systems for common customers who may benefit from multiple systems.
 - ▶ Approach:
 - ▶ Ask for customer feedback on quality improvements needed for coordinated service delivery
 - ▶ Review and reach agreement on Common Performance Goals among systems
 - ▶ Disaggregate data that reports on access to career and training services, skills certification, and employment outcomes.

HARNESSING THE POWER OF COLLABORATION: SHARED MEASUREMENT SYSTEMS

- ▶ Recommendation 4: Describe the metrics the state will use to measure the strength and effectiveness of collaboration and how they will collect the data necessary to monitor the collaboration
 - ▶ Approach:
 - ▶ Increase the number of IPEs developed jointly by VR and Workforce Investment System
 - ▶ Increase the percent of customers who benefit from braided or blended funding
 - ▶ Increase the number of formal agreements that detail collaborative processes among service delivery systems.

HARNESSING THE POWER OF COLLABORATION: MUTUALLY REINFORCING ACTIVITIES

- ▶ Recommendation 5: Document and describe the approach the state is taking to coordinate services with other disability service delivery systems.
 - ▶ Approach:
 - ▶ MOUs that describe how resources will be braided/blended
 - ▶ Eligibility/Enrollment process will be coordinated
 - ▶ Personnel and Providers will be cross trained
 - ▶ Data Outcomes will be tracked and shared



HARNESSING THE POWER OF COLLABORATION: MUTUALLY REINFORCING ACTIVITIES

- ▶ Recommendation 6: Identify state laws, regulations and policies that impede successful achievement of Workforce Development goals and include strategies to change and/or modify them.
 - ▶ Approach:
 - ▶ Seek public input on challenges faced by people with disabilities to access services and supports they need with resources integrated across systems
 - ▶ Identify policy and program changes that will encourage braiding and blending of public funding to advance employment and economic self sufficiency.

HARNESSING THE POWER OF COLLABORATION: CONTINUOUS COMMUNICATION

- ▶ Recommendation 7: Establish a standing workgroup of the state and local Workforce Development Boards to identify barriers and facilitators to collective impact that benefits the employment and economic advancement of youth and adults with disabilities
 - ▶ Approach:
 - ▶ Engage CILs and other disability groups to present on challenges and opportunities
 - ▶ Produce regular reports to the WDBs on documenting progress to collective goals

HARNESSING THE POWER OF COLLABORATION: BACKBONE SUPPORT

- ▶ Recommendation 8: Dedicate time at each WIB meeting at a state and local level to review current status of core indicators of collective impact regarding employment and economic advancement outcomes for youth and adults with disabilities:
 - ▶ Shared Measurement systems
 - ▶ Mutually Reinforcing Activities
 - ▶ Common Agenda
 - ▶ Continuous Communication
- ▶ Approach:
 - ▶ Data Analysis Reports
 - ▶ Invite other disability related systems to present at WIB meetings on a regular basis
 - ▶ Document success with individual personal stories and presentations



ADDITIONAL RESOURCES

- ▶ LEAD Center Policy Brief: Summary of Major Policies Included in Titles I and IV of the Workforce Innovation and Opportunity Act
http://www.leadcenter.org/system/files/resource/downloadable_version/WIOA_POLICY_BRIEF_10.22.14.pdf
- ▶ LEAD Center Policy Brief: Summary Description from a Disability Perspective - Title I of the Workforce Innovation and Opportunity Act (Workforce Development Activities) Notices of Proposed Rulemaking
<http://www.leadcenter.org/resource-center/publication/summary-description-disability-perspective-title-i-workforce-innovation-and-opportunity-act-workforce-development>
- ▶ LEAD Center Policy Brief: Summary Description of Title IV of the Workforce Innovation and Opportunity Act (State Vocational Rehabilitation Program) Notice of Proposed Rulemaking
<http://www.leadcenter.org/resource-center/publication/summary-description-title-iv-workforce-innovation-and-opportunity-act-state-vocational-rehabilitation-program-notice>
- ▶ Eight Actions You Can Consider to Support Youth and Adults with Disabilities in WIOA Implementation
<http://www.leadcenter.org/blog/eight-actions-you-can-consider-support-youth-and-adults-disabilities-wioa-implementation>



ADDITIONAL RESOURCES (CONTINUED)

- ▶ LEAD Center Webinar Archive: WIOA From a Disability Perspective: An Overview - Part 1 of 4
<http://www.leadcenter.org/webinars/wioa-disability-perspective-overview-part-1-4>
- ▶ USDOL WIOA Website
<http://www.doleta.gov/wioa/>
- ▶ USDOL Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities
<http://www.dol.gov/odep/topics/WIOA.htm>



ADDITIONAL RESOURCES (CONTINUED)

▶ WIOA Quick Start Action Planners

1. Partnerships
2. State Leadership and Governance
3. One-Stop Center Service Design
4. Youth Services Strategies
5. Local Leadership and Governance

<http://qsap.workforce3one.org/page/planner>



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DISCUSSION WITH DISTRICT OF COLUMBIA COLLABORATORS



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WIOA and the Unified State Planning Process

PANEL QUESTIONS



PANEL QUESTIONS

- ▶ How are WIOA plans different from the prior WIA plans?

How can programs, providers, and advocates for people with disabilities get involved in the state planning process?

What do people need to know about the regulations?

PANEL QUESTIONS

- ▶ One major purpose of WIOA is to “increase access and opportunities for the employment, training, and support services that individuals, particularly those with barriers to employment, need to succeed in the labor market.”

For youth and adults with disabilities, who should be part of the discussions to “increase access and opportunities to employment and training” and how could they be engaged in the planning discussions for the development of the Unified State Plan?

PANEL QUESTIONS

- ▶ To increase access and opportunities for job seekers with disabilities implies a state has baseline information on current access and opportunities. What data and information would provide this baseline information for state plan development?



PANEL QUESTIONS

- ▶ A Unified State Plan must describe how a state will develop a unified integrated program rather than a plan that separately discusses the state's approach to operating each program individually. What are key elements for states to consider in terms of design of a unified integrated program?



PANEL QUESTIONS

- ▶ States have an option to submit a Combined State Plan that goes beyond the four required core programs. What are the optional additional federal workforce, educational, or social service programs to consider?



PANEL QUESTIONS

- ▶ All comprehensive AJCs must be physically and programmatically accessible to individuals with disabilities. The state WIB must establish objective criteria and procedures for Local Boards to use to certify the AJC. The criteria must include “effectiveness in ensuring equal opportunity for individuals with disabilities to benefit from One-Stop services.” What can you share with us about how you would approach measurement and documentation of this requirement?



PANEL QUESTIONS

- ▶ Program coordination standards might include use of integrated resource teams (IRT) as used in the Disability Employment Initiative (DEI) to blend and braid resources to jointly fund services to meet specific needs of individuals with disabilities. Who should be considered for involvement in IRTs? What systems and funders? Could this be described in the Unified State Plan?



PANEL QUESTIONS

- ▶ Must the state and local WIBs have a standing committee to focus on equal opportunity and effective participation in the workforce development system of individuals with a disability? Could this be described in the Unified State Plan?



PANEL QUESTIONS

- ▶ In assessing basic skills of youth, local programs must use assessment instruments valid and appropriate for the target population and provide reasonable accommodation in the assessment process for individuals with disabilities. What options should be considered in implementing this requirement?



PANEL QUESTIONS

- ▶ WIOA seeks to deliver a customer centered system and excellent customer service. What are critical elements of such a system for individuals with disabilities? Are these elements different from other customers of the system?



PANEL QUESTIONS

- ▶ WIOA considers operational and strategic planning elements. What are the differences as it relates to people with disabilities?



PANEL QUESTIONS

- ▶ What are three things a state can do to engage the disability community in all facets of the unified plan development?



LEAD CENTER WIOA WEBINAR SERIES

▶ WIOA Youth Services

▶ June 24, 2015, 3:00-4:30 p.m. ET

▶ Register here: http://bit.ly/WIOA_Webinar_3_of_4

▶ Section 188, the Nondiscrimination Provisions of WIOA

▶ September 24, 2015, 3:00-4:30 p.m. ET

▶ Register here: http://bit.ly/WIOA_Webinar_4_of_4



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