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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

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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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Brian Ingram
Disability Employment Initiative (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
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
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 Hubard
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
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

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:

► RECORDING & SLIDES Part II:

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  - 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.