# Building Employment Opportunity through Inclusive Career Pathways- Career Pathways Community of Practice- Accessible Slides

## SLIDE 1: Welcome to the Community of Practice for Inclusive Career Pathways Brought to you by: WINTAC, LEAD, DEI

Image: Blurred image of man pushing his manual wheelchair next to a woman who is walking.

## SLIDE 2: Listening to the Webinar

* The audio for today’s webinar is being broadcast through your computer. Please make sure your speakers are turned on or your headphones are plugged in.
* You can control the audio broadcast via the audio broadcast panel.
* If you accidentally control the panel, you can re-open by going to the *Communicate* menu (at the top of the screen) and choosing *Join Audio Broadcast*.

## SLIDE 3: Listening to the Webinar, *continued*

If you do not have sound capabilities on your computer or prefer to listen by phone, dial:

1-415-655-0001, Meeting Code: 667 524 938.

## SLIDE 4: Captioning

* Real-time captioning is provided during this webinar.
* The captions can be found in the *Media Viewer* panel, which appears in the lower-right corner of the webinar platform.
* If you do not see the captions, you may need to open the Media Viewer panel by selecting the *Media Viewer* button in the upper right corner of the webinar platform.
* If you want to make the *Media Viewer* panel larger, you can minimize other panels like *Chat, Q&A*, and/or *Participants*.

## SLIDE 5: Submitting Questions

* For Q&A: Please use the Q&A panel to send any questions you have during the webinar 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 them to Shannon Edam at [sedam@ndi-inc.org](mailto:sedam@ndi-inc.org).
* Please note: This webinar is being recorded and the materials will be placed on the National Disability Institute website at [www.realeconomicimpact.org](http://www.realeconomicimpact.org/)

## SLIDE 6: Technical Assistance

If you experience any technical difficulties during the webinar, please use the chat box to send a message to NDI Admin, or you may also email Shannon Edam at [sedam@ndi-inc.org](mailto:sedam@ndi-inc.org)

## SLIDE 7: About the Community of Practice

This Community of Practice supports and shares ideas and insights into how to more effectively plan, implement and engage in career pathways to increase career opportunities for individuals with disabilities.

* Community of Practice members share a common interest or common goal.
* Members engage in joint activities and discussions, help each other and share information.
* Members build relationships that enable them to learn from each other.
* Members develop a shared repertoire of resources: Experiences, stories, tools and ways of addressing recurring problems.

Join us on the WINTAC website to collect resources, information and to share ideas, challenges and successes in an interactive web-based format:

[www.WINTAC.org](http://www.wintac.org/).

## SLIDE 8: The Community of Practice Technical Assistance Team

Rebecca Salon, LEAD, [rsalon@ndi-inc.org](mailto:rsalon@ndi-inc.org)

Brian Ingram, DEI, [bingram@ndi-inc.org](mailto:bingram@ndi-inc.org)

Nikki Powis, WINTAC, [npowis@ndi-inc.org](mailto:npowis@ndi-inc.org)

Images: Headshots of Rebecca Salon, Brian Ingram and Nikki Powis.

## SLIDE 9: Connect with LEAD Center

Website: [www.leadcenter.org](http://www.leadcenter.org)

DRIVE (Data & Resources to Inspire a Vision of Employment: <http://drivedisabilityemployment.org/>

Follow the LEAD Center on:

Facebook: [www.facebook.com/LEADCtr](http://www.facebook.com/LEADCtr)

Twitter: @LEADCtr

LinkedIn: [www.linkedin.com/groups/LEAD-Center-4828089](http://www.linkedin.com/groups/LEAD-Center-4828089)

YouTube: <https://www.youtube.com/user/LEADCtr>

## SLIDE 10: Connect with WINTAC

Website: [www.wintac.org](http://www.wintac.org/)

Follow WINTAC on:

Facebook: <https://twitter.com/WINTAC_VR>

Twitter: <https://twitter.com/WINTAC_VR>

LinkedIn: <https://www.linkedin.com/in/wintac-vr-50021713b>

Contact us:

In order to ensure that State VR Agencies have individualized and ready access to technical assistance by the WINTAC, we have assigned State Liaisons to each VR program in the nation. You can request TA from your State Liaison any time by e-mail or phone. The full list and contact information for the State Liaisons is available here: <http://www.wintac.org/content/state-liaisons>.

## SLIDE 11: Connect with DEI & 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.

## SLIDE 12: Building Employment Opportunity through Inclusive Career Pathways

Image: Blurred image of man pushing his manual wheelchair next to a woman who is walking.

## SLIDE 13: Presenters

Sara Hastings, ETA, [Hastings.Sara@dol.gov](mailto:Hastings.Sara@dol.gov)

Joe Ashley, Assistant Commissioner Grants and Special Programs, Virginia VR, [Joe.ashley@dars.virginia.gov](mailto:Joe.ashley@dars.virginia.gov)

Felipe Lulli, RSA, [Felipe.Lulli@ed.gov](mailto:Felipe.Lulli@ed.gov)

Images: Headshots of Sara Hastings, Joe Ashley and Felipe Lulli.

## SLIDE 14: Objectives

* Gain a deeper and broader understanding of career pathways within WIOA’s vision for workforce development and equal opportunity;
* Learn about Federal and state collaborations and resources, including the Career Pathways Toolkit to build a fully inclusive Career Pathways System;
* Learn how Virginia is leveraging resources and building a  
  cross-partner Career Pathways system, consistent with WIOA requirements; and
* Share your successes, challenges and questions around career pathways in your state.

SLIDE 15: Career Pathways: A framework for WIOA Implementation   
Sara Hastings, Unit Chief, U.S. Department of Labor

Image: Blurred image of man pushing his manual wheelchair next to a woman who is walking.

## SLIDE 16: Full Definition of Career Pathway WIOA Sec. 3 (Def. 7)

Career pathway means a combination of rigorous and  
high-quality education, training and other services that:

1. Aligns with the skill needs of industries in the economy of the State or regional economy involved;
2. Prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including apprenticeships registered under the Act of August 16, 1937;
3. Includes counseling to support an individual in achieving the individual’s education and career goals;

## SLIDE 17: Full Definition of Career Pathway WIOA Sec. 3 (Def. 7) (continued)

1. Includes, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;
2. Organizes education, training and other services to meet the particular needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable;
3. Enables an individual to attain a secondary school diploma or its recognized equivalent, and at least one recognized post-secondary credential; and
4. Helps an individual enter or advance within a specific occupation or occupational cluster.

## SLIDE 18: Title I, Subtitle A – System Alignment, Chapter 1 – State Provisions – Sec. 101

## State Workforce Development Boards

(d) FUNCTIONS — The State board shall assist the Governor in:

* (3) the development and continuous improvement of the workforce development system in the State, including —
  + (B) the development of strategies to support the use of career pathways for the purpose of providing individuals, including low-skilled adults, youth and individuals with barriers to employment (including individuals with disabilities), with workforce investment activities, education, and supportive services to enter or retain employment.

## SLIDE 19: Title I, Subtitle A – System Alignment – Chapter 1 – State Provisions – Sec. 102 State Plan

State Planning Information Collection Request

Overview:

* One of WIOA’s principal areas of reform is to require States to plan across core programs and include this planning process in the Unified or Combined State Plans. This reform promotes a shared understanding of the workforce needs within each State and fosters development of more comprehensive and integrated approaches, such as career pathways and sector strategies, for addressing the needs of businesses and workers.

(c) State Strategy:

* Describe the strategies the State will implement, including industry or sector partnerships related to in-demand industry sectors and occupations and career pathways, as required by WIOA Section 101(d)(3)(B)(D). Career pathways is defined at WIOA Section 3(7) “In-demand industry sector or occupation” is defined at WIOA Section 3(23).

## SLIDE 20: Title I, Subtitle A – System Alignment, Chapter 2 –Local Provisions – Sec. 107 Local Workforce Development Boards

(d) FUNCTIONS OF LOCAL BOARD —

* (5) CAREER PATHWAYS DEVELOPMENT — The local board, with representatives of secondary and post-secondary education programs,  
  shall lead efforts in the local area to develop and implement career pathways within the local area by aligning the employment, training, education and supportive services that are needed by adults and youth, particularly individuals with barriers to employment.

## SLIDE 21: Title I, Subtitle A – System Alignment, Chapter 2 – Local Provisions – Sec. 108 Local Plan

The local plan shall include:

* (b)(3) a description of how the local board working with its partners will facilitate the development of career pathways and co-enrollment, as appropriate, in core programs; and improve access to activities leading to a recognized postsecondary credential.

Slide 22: A Framework for WIOA Implementation

This slide shows a diagram of the Six Key Elements of Career Pathways

* Build Cross Agency Partnerships
* Identify Industry Sectors and Engage Employers
* Design Education and Training Programs
* Identify Funding Needs and Sources
* Align Policies and Programs
* Measure System Change and Performance

Slide 23: Career Pathways Commitment across Federal Government

This slide has a screen shot of the joint federal agency letter on career pathways. The complete letter may be found at the following website: <https://s3.amazonaws.com/PCRN/docs/15-0675.CareerPathwaysJointLetterFinal-4-22-2016.pdf>

Slide 24: Career Pathways: Connecting the Dots with Virginia VR  
Joe Ashley, Virginia Vocational Rehabilitation

Slide 25: Career Pathway Efforts in Virginia

* 2008 Executive Order creates Virginia Career Pathways Task Force.
* This included eight state agencies charged with workforce and economic development programs.
* Task Force was charged with creating a Career Pathways Strategic Plan.
* Task Force developed shared vision, consistent definitions and systemic expectations of career pathways for various workforce programs.
* VR Membership added in 2010.
* Governor goals for credentials for middle skills jobs.

Slide 26: Career Pathway Workgroup Membership

* Governor’s Office – Chief Workforce Advisor
* Virginia Community College System – Multiple Programs
* Virginia Economic Development Partnership
* Virginia Employment Commission – WIOA Title III
* Virginia Department for Aging and Rehabilitative Services
* Virginia Department of Education – Multiple Programs
* Virginia Department of Labor and Industry, Division of Registered Apprenticeship
* Virginia Department of Social Services – Workforce Development
* Virginia Department of Veterans Services – Transition and Employment
* State Council of Higher Education for Virginia

Slide 27: Career Pathways Workgroup

* Serves as the Advisory Committee for CPID.
* Ensures project efforts are consistent with state career pathway direction and combined state plan.
* VR participation provided insights to developing grant goals, activities and technical assistance.
* Reinforced CPID “demand side” focus.

Slide 28: The CPID System Alignment Efforts

* Grant activity included the alliance for Quality Career Pathways survey.
* Focused in targeted workforce development areas.
* Meetings convened by local workforce development boards.
* Designed to determine Career Pathway focused services and gaps.
* Local workforce areas suggested initiating with Systems Alignment Meeting.
* Currently on Round 2.
* Identified strategic partnership with other federal grants, such as DOL/Valley2Virginia Apprenticeship grant.

Slide 29: Looking for an Edge

* Assistive Technology and advocacy can “level the playing field.”
* Adding “demand side” focus with attention to industry recognized credentials provides an edge for VR clients.
  + CPID Staff co-located with Virginia Manufacturers Association.
  + Collaborated to develop MTT Training – now recognized as DOL Pre-Apprenticeship Program. Also has an articulation agreement with the local community college.
* Dedicated Assistive Technology staff can enhance access to training and employment.

Slide 30: Looking for an Edge (Continued)

* Enhancing curriculum accessibility increases opportunity.
  + Robotics and Cybersecurity Academy
  + Started with academy curriculum from general career and technical education program.
  + Revamped to include access for blind, low vision and other disabilities to access information.
* Community College Workforce Certified Logistics curriculum
  + “Demand Side” Employer Meeting
  + “Supply Side” Service Meeting
  + Collaborative Adult Ed/Integrated Education and Training and community college curriculum development.

Slide 31: CPID/DEI Crossover

* + Northern Virginia IT focus
  + Resource Sharing
  + Mutual Benefits

Slide 32: Career Pathways for Individuals with Disabilities (CPID)  
Felipe Lulli, Rehabilitation Services Administration

Slide 33: CPID Mission

Brings individuals with disabilities to the forefront of the WIOA promise of economic opportunity through career pathways.

Funds the State Vocational Rehabilitation agencies of Georgia, Kentucky, Nebraska and Virginia.

Expanding education, training and employment opportunities for individuals with disabilities in such fields as information technology; advanced manufacturing; transportation, distribution and logistics; healthcare; and construction and architecture.

Slide 34: CPID Activities

CPID activities include the following:

* + Targeted outreach to VR-eligible individuals;
  + Career exploration and counseling;
  + Pre-Employment Transition services for students and youth with disabilities;
  + Customized Employment and work-based learning opportunities, including internships and registered apprenticeships;
  + Flexible work, education and training arrangements, assistive technology and other workplace accommodations;
  + Comprehensive support services, including benefits planning, educational and financial supports, self-advocacy training, and family engagement;

Slide 35: CPID Activities (continued)

CPID activities include the following:

* Expansion of education, training and career advancement opportunities through engagement with …
  + Employers and industry associations,
  + State and regional workforce development boards and statewide advisory councils,
  + State and local education agencies, institutions of higher education, and career and technical training centers,
  + American Job Centers, community rehabilitation programs and support services providers, and
  + State departments of labor, education, and economic development, among others.

Slide 36: CPID Grantees Approaches and Strategies

CPID grantees’ distinct approaches and strategies

* Georgia: Students and out-of-school youth with disabilities -- uses social media for outreach, career exploration and career readiness, including a catalogue of engaging and formative game apps available at the Google Play Store and Apple App Store.
* Kentucky: Work-based learning opportunities, including registered apprenticeships.
* Nebraska: Upskill/Backfill model for both career advancement and entry level opportunities.
* Virginia: Partnership with the Virginia Manufacturers Association (VMA) in advanced manufacturing training, certification and production design.

Slide 37: CPID Grantees Approaches and Strategies (continued)

CPID initiatives in registered apprenticeships and customized employment as strategies within career pathways:

* Georgia VR: Working with the U.S. Department of Labor’s Employment First project and with several labor unions to expand customized employment and apprenticeship opportunities for CPID participants.
* Kentucky VR: Sponsored an Employers Conference on apprenticeships, drawing over 120 secondary to post-secondary educators, employers and other workforce development leaders in collaboration with the Kentucky Workforce Cabinet and the Kentucky Department of Labor’s Registered Apprenticeship Office.

Slide 38: CPID Grantees Approaches and Strategies (continued)

CPID registered apprenticeships and customized employment initiatives:

* Nebraska VR: Provides customized employment and apprenticeships for CPID participants through its VR Certificate program -- in partnership with community colleges and businesses -- and engagement with individual employers.
* Virginia VR: Has established a pre-apprenticeship program at its Manufacturing Technology Training (MTT) program and worked with Hershey Corporation to establish a registered apprenticeship program. Already, one MTT graduate has been placed in the Hershey program

Slide 39: Additional Information on CPID

* Information about each CPID project at the National Clearinghouse of Rehabilitation Training Materials [www.ncrtm.ed.gov/resources.aspx](http://www.ncrtm.ed.gov/resources.aspx)
* CPID podcast from the CSAVR Fall conference at <http://vrworkforcestudio.com/voices-career-pathways-podcast-full-production-episode-november-2017/>
* For additional information, contact [felipe.lulli@ed.gov](mailto:felipe.lulli@ed.gov)

Slide 40: Additional Information on CPID

Overview of the Career Pathways Toolkit - An Enhanced Guide and Workbook for System Development

Slide 41: New Toolkit

* Updated with WIOA References
* Enhanced content:
  + Examples
  + Worksheets
  + Resources
* Enhanced functionality:
  + Modular
  + Fillable
  + Interactive

Slide 42: Where Do I Get It?

[https://careerpathways.workforcegps.org](https://careerpathways.workforcegps.org/)

Slide 43: Ticket Modules

This slide contains a screen shot of the page for the Career Pathways Toolkit description found at the following link: <https://careerpathways.workforcegps.org/announcements/2016/10/20/09/37/Career_Pathways_Toolkit_An_Enhanced_Guide_and_Workbook>

Slide 44: Resources

* Career Pathways Resources Section of the Toolkit:  
  [file:///C:/Users/npowis/Downloads/8\_Resources\_100516%20(4).pdf](file:///C:\Users\npowis\Downloads\8_Resources_100516%20(4).pdf)
* WINTAC Career Pathways Community of Practice:  
  <http://www.wintac.org/cop>

Slide 45: Interactive Q&A

This slide just contains a Question Mark in the middle of the page.

Slide 46: Contact

This slide is a repeat of slide number 8 with names and emails of the Technical Assistance team and a head shot picture of each of us.