A Roadmap to Inclusive Career Pathways: Promoting Diversity, Equity, Inclusion, and Accessibility (DEIA) Through Cross-System Partnerships

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Welcome

Anupa Iyer Geevarghese
Chief of Staff
Office of Disability Employment Policy (ODEP), U.S. Department of Labor (DOL)
MODERATOR AND FACILITATOR

Shajira Brown  
(Facilitator, Panel Discussion)  
LEAD Center / WIOA Policy Development  
National Disability Institute’s Director of Equity and Inclusion

Laura Gleneck  
(Moderator)  
LEAD Center / WIOA Policy Development  
National Disability Institute
Learning Objectives

In this webinar, participants will:

- Gain a broad understanding of WIOA’s vision for career pathways to promote workforce development and equal opportunity.

- Explore options for strategic career pathways partnerships and opportunities to leverage resources across systems and improve engagement of underserved populations.

- Discover opportunities for systems coordination to improve employment and career outcomes for underserved populations, including youth and adults with disabilities.

- Learn about resources to engage businesses, leverage partnerships, promote career-based learning, advance DEIA, and support youth, all through an interactive online inclusive career pathways tool.
The Workforce Innovation and Opportunity Act has a primary focus on creating Career Pathways for job seekers to achieve their desired employment goal and to assist them in advancing economically.

Inclusive Career Pathways support people with limited career options who lack the academic and/or technical skills necessary to complete the credentialing requirements of many high-growth career opportunities.

Inclusive Career Pathways promote cross-agency leveraging of resources.
ROADMAP TO INCLUSIVE CAREER PATHWAYS

• An interactive online tool that provides workforce professionals with resources to help people with disabilities achieve employment and economic self-sufficiency.

• Contains strategies and practices promoting inclusive workforce outcomes.

• Let’s check it out.
INTERSECTING IDENTITIES

• For Career Pathways programs to be fully inclusive, Career Pathways partners must build cultural and linguistic competence so that everyone is equipped to include people with intersecting identities.
Presenters

- **Mark Agosto**, Department on Disability Services, Supervisor, Intake and Outreach and Co-Chair, Bridging Aging and Disability Networks and Racial Equity Community of Practice
- **Alison Whyte**, Executive Director, DC Developmental Disabilities Council and Co-Chair, Bridging Aging and Disability Networks and Racial Equity Community of Practice
- **Madeline Levy Cruz**, Associate Dean of Workforce Development and Lifelong Learning at the University of the District of Columbia.
- **Azeb Ataro Adere**, Founding Member and President of the Ethiopian Eritrean Special Needs Community
We know DC had a long-standing Cross-system Cultural and Linguistic Competence (CLC) working group and has integrated learning and principles from that group into systems change and daily practices. DC continues this work through the Bridging Aging and Disability Networks and Racial Equity Community of Practice.

Can you tell us how this trajectory has supported employment outcomes for people with disabilities?
Can you tell us about how you have worked together to improve outreach and engagement of people with disabilities and families from underserved communities?

Where did you start?
What have you done specifically with the Latinx and Ethiopian/Eritrean communities?
What did that outreach mean to the Ethiopian and Eritrean communities?
What role did the University of the District of Columbia’s (UDC’s) Division of Workforce Development and Lifelong Learning play in those events and how does that connect people to Career Pathways partners?
Who are the Career Pathways partners that collaborate in DC?
Can you share any initiatives that promote intake staff for different agencies working together?

Has this led to joint intake approaches across WIOA partners? How are agencies using the American Job Center booking system?
Questions?
Ethiopian Eritrean Special Needs Community (EESNC)

- Nonprofit organization whose mission is linking a support group of parents, educators, and professionals in the DMV (District of Colombia/Maryland. Virginia) community to provide support, education, and guidance to families raising children with special needs so they can become effective advocates for their children.

- EESNC is operated by volunteer parents of children with autism and professionals. All of our services are offered at no cost, including our support groups, social activities, and email/phone support.
UNIVERSITY OF THE DISTRICT OF COLUMBIA
DIVISION OF WORKFORCE DEVELOPMENT & LIFELONG LEARNING

• Mission is to reduce unemployment and underemployment in the District of Columbia (DC) by enhancing the skills of its residents.

• Provides DC residents with job skills training that enables them to pursue employment opportunities.
Inclusive Career Pathways Tools and Resources – LEAD Center

LEAD Center Roadmap to Inclusive Career Pathways
Interactive online tool that provides workforce professionals with resources to help people with disabilities achieve employment and economic self-sufficiency.

Explore online tools that provide workforce professionals with resources to help people with disabilities achieve employment and economic self-sufficiency.

Brief: Increasing Access and Equity within the Workforce Development System
Highlights promising employment practices, strategies, and resources for workforce staff and their partners to support people with disabilities, including those from historically underserved communities.
LEAD Center Website

LEADcenter.org

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