

LEADCenter

WIOA POLICY DEVELOPMENT

The disability community is diverse.

The LEAD Center is committed to being **intentionally inclusive** of race, ethnicity, gender identity, socioeconomic status, and disability in our research, programs, and partnerships. Talking about “intersectional identities” is important, and we strive to foster a learning environment. Therefore, we invite you to join our events with **empathy and open-mindedness**.

[Learn more about our dedication to Diversity, Equity, Inclusion, and Accessibility \(DEIA\).](#)

Operationalizing Access and Equity in Your WIOA State Plan: Partnerships and Practices

December 12, 2023
LEAD Center

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Facilitator

[Laura Gleneck](#)

Project Director
(Facilitator)

LEAD WIOA Policy Development
Center

National Disability Institute

Housekeeping I: Captioning

If you wish to personalize the captioning:

- Click the **“Show Captions”** option in Zoom control to view Captions.
- Alternatively, you may **open a captioning web page** in a new browser tab. **Click the link** posted in the Chat box to [access captions](#).
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Housekeeping II: Questions

Content questions?

Click on the Q&A button and type in your question.

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Learning Objectives (I)



Through this webinar, you will:

- Understand the benefits of meaningful "strategic" partnerships to operationalize collaboration, coordination, and communication.
- Identify activities that ensure that all facets of the workforce systems can successfully serve diverse underserved populations.
- Learn about promising practices that promote Diversity, Equity, Inclusion, and Accessibility (DEIA) and nondiscrimination that are currently being implemented.

Learning Objectives (II)



Through this webinar, you will:

- Explore how to incorporate the Good Jobs Initiative (GJI) for people with disabilities into your state's WIOA Unified or Combined State Plan.
- Examine a call to action to ensure that people with disabilities and other underrepresented populations are included in all aspects of your state's WIOA Unified or Combined State Plan.

Welcome and Opening Remarks

Dana C. Westgren

Unit Chief, WIOA Governance

Employment and Training
Administration,

U.S. Department of Labor





WIOA State Plan Guidance

- Requirements for Workforce Innovation and Opportunity Act (WIOA) State Plans for Program Years (PY) 2024 – 2027
- [Training and Employment Guidance Letter \(TEGL\) Number 04-23](#) (October 31, 2023)

TEGL 04-23: WIOA State Plans

- Joint guidance describes the WIOA planning requirements, priorities, submission deadlines, and procedures for the required four-year State Plan.
- This guidance also describes several changes to the Office of Management and Budget (OMB)-approved Information Collection Request (ICR) that will impact PY 2024 State Plans.
- Each state Governor must submit a Unified or Combined State Plan, including the common elements and program specific portions, for the four-year period covering PYs 2024-2027 **by March 4**
- TEGl attachment: [Performance Goals and Instructions for the Core Programs](#)

Investing in America (IAA)

- ▶ Infrastructure Investment and Jobs Act, also known as Bipartisan Infrastructure Law (BIL)
- ▶ Creating Helpful Incentives to Produce Semiconductor and Science Act (CHIPS)
- ▶ Inflation Reduction Act (IRA)
- ▶ Good Jobs Initiative

FACT SHEET

People with Disabilities and the Good Job Principles

- Learn how the Investing in America agenda is bringing dollars in federal investments to create good jobs in infrastructure, clean energy, and advanced manufacturing.
- Learn how The Good Jobs principles empower employers to intentionally recruit, train, retain, and promote people in ways that are accessible to all jobseekers, including those with disabilities.
- Access resources to get you started.
- Stay tuned for employment success stories.



PRESENTERS

- [Megan Wadley](#), Coordinator of Adult Education & Literacy (AEL) and High School Equivalency (HSE), Missouri Department of Elementary and Secondary Education (DESE)
- [David Friedman](#), Founder and CEO of AutonomyWorks; Co-chair DEIA Committee and Vice-chair of the State Rehabilitation Council, Illinois Workforce Innovation Board
- [Yvonne Wright](#), (Moderator) Co-Director, LEAD WIOA Policy Development Center, National Disability Institute

WIOA Planning from a DEIA Perspective

- ▶ Developing meaningful partnerships with Vocational Rehabilitation and other agencies, who incorporate DEIA strategies across agencies, and serve persons with disabilities
- ▶ Outlining specific DEIA strategies into WIOA state plans and local plans
- ▶ Developing committees through the boards that focus on DEIA
- ▶ Looking for ways to collaborate

Strong partnerships, focus on DEIA and the inclusion of people with disabilities and other underserved populations in a coordinated workforce system.

TWO STATE EXAMPLES

STATE EXAMPLES: MISSOURI AND ILLINOIS

- ▶ Development of Strategic Partnerships
- ▶ How these partnerships advanced DEIA efforts
- ▶ Lessons Learned and Opportunities to move forward



Missouri Strategic Partnership Approach



Illinois Adoption of more Inclusive Processes

Advancing Equity in The Illinois Workforce System

**Presenter: David Friedman, Co-Chair of the
IWIB DEIA Committee**



Resources

IWIB Equity Task Force Final Report and Recommendations:

- Includes background on issues of equity in the workforce system
- Includes analysis of disaggregated participant data for WIOA title I services and outcomes

Governor's Commission on Workforce Equity and Access

Recommendations

- Includes insights from focus groups, personas, and other human-centered design methods.

Strategic Partnerships impact DEIA efforts by:

- ❖ Broadening knowledge and resources
- ❖ Allowing for a shared understanding of community needs
- ❖ Facilitating of resources and funding between partners



Questions?



HELP

SUPPORT

ADVICE

ASSISTANCE

GUIDANCE

Federal Resources

[People with Disabilities and the Good Job Principles](#)

Through this fact sheet, learn how The Good Jobs principles empower employers to intentionally recruit, train, retain, and promote people in ways that are accessible to all jobseekers, including those with disabilities.

[ETA Workforce Directives of Interest](#)

U.S. Department of Labor Employment and Training Administration

- [Requirements for Workforce Innovation and Opportunity Act \(WIOA\) State Plans for Program Years \(PY\) 2024 – 2027](#). Training and Employment Guidance Letter Number 04-23 / October 31, 2023.
- [Increasing Employer and Workforce System Customer Access to Good Jobs](#). Training and Employment Guidance Letter Number 07-22 / January 18, 2023.

State Resources

[Advancing Equity in the Illinois Workforce System A Report From the Illinois Workforce Innovation Board Equity Task Force](#) (June 2022)

The Illinois task force identified six broad areas of action, along with specific steps within those areas of action. For each area of action, it provides recommendations for the state workforce board, and it also identifies opportunities for local workforce boards in each area of action.

[Strategic Recommendations for an Accessible, Inclusive & Responsive Workforce Development System in Illinois](#) (April 2023)

This report, from the Governor's Commission on Workforce Equity & Access, was convened by the State of Illinois Governor's Office to review and improve the state's workforce development system. The report states that the recommendations from the Equity Task Force report both echoed and amplified those of the Commission.

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**THANK YOU FOR
JOINING!**