
NTAR Leadership Center

National Technical Assistance and Research
Center to Promote Leadership for Increasing
the Employment and Economic Independence
of Adults with Disabilities

Lessons from the Field: A Learning Exchange Between the State Leaders Innovation Institute and the State Peer Leaders Network

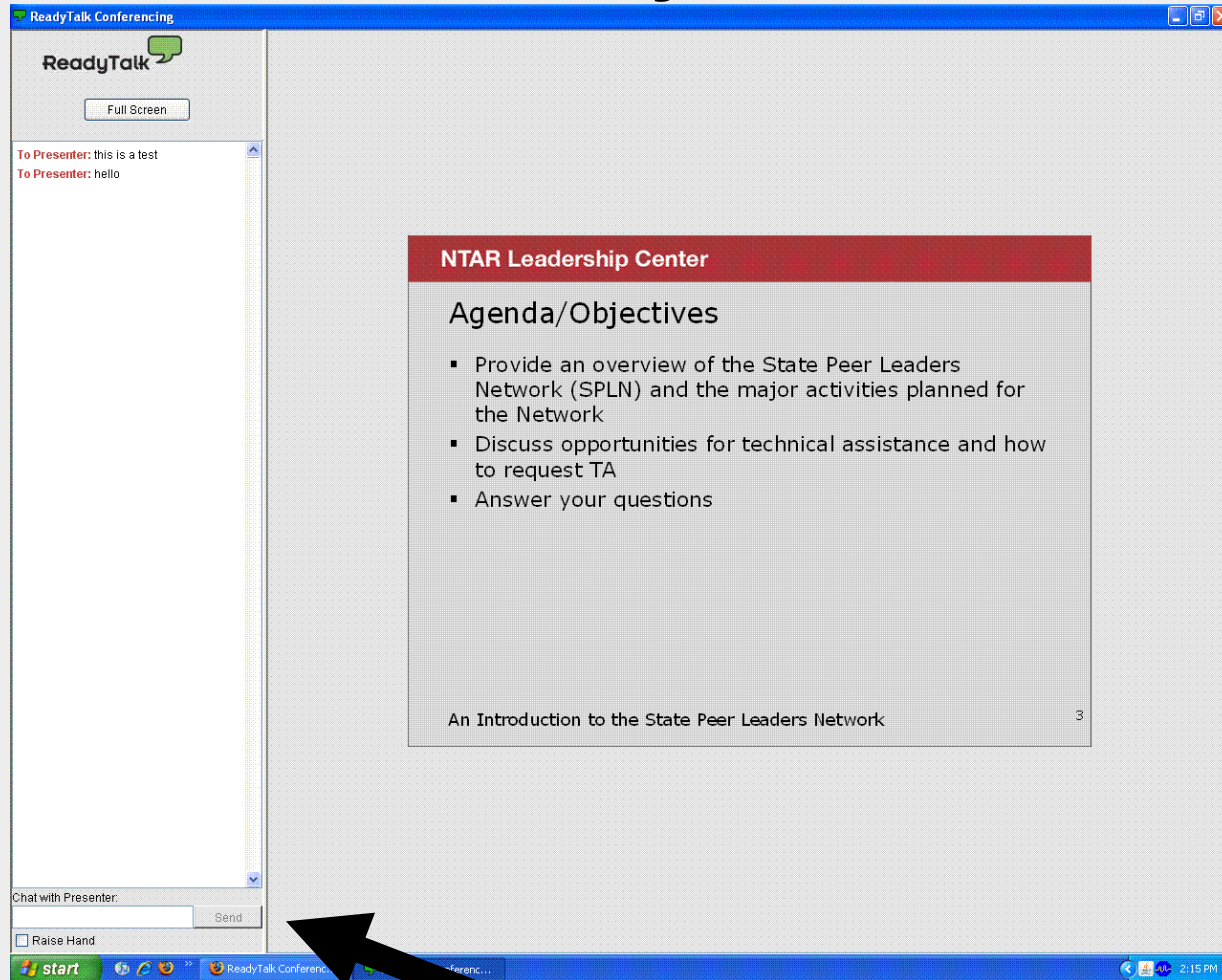
July 23, 2009

Audio Dial-In Information

866.740.1260

Access Code: 9324100

Webinar Classroom Layout



Select **Full Screen** to maximize presentation; minimizes chat feature

Presentation Slide Area

Use **Chat box** to communicate with chairperson

Presenters

- **Joyce Barclay**, Manager of Strategic Initiatives, The WorkPlace, Inc.
- **Catherine Raggio**, Secretary, Maryland Department of Disabilities
- **Kathy Sweeney**, Special Projects Manager, Minnesota Department of Employment and Economic Development
- **Chris Tymniak**, Director, Governor Rell's Southwest Office, Connecticut

Moderator:

Nanette Relave, Director, Center for Workers with Disabilities

Access to Webinar Materials

- A direct link to the webinar materials, including web and audio content, will be posted on the NTAR Leadership Center website by 10:00 a.m. Eastern Time, Friday, July 24, 2009

www.ntarcenter.org

The NTAR Leadership Center

- Established in September 2007 through a grant from the U.S. Department of Labor's Office of Disability Employment Policy (ODEP).
- A collaboration of partners with expertise in workforce and economic development, disability employment, financial education and asset building, and leadership development.
- Created for the purpose of building capacity and leadership at the federal, state, and local levels to enable change across workforce development and disability-specific systems that will increase employment for adults with disabilities.

Guiding Principles

- Increasing partnerships and collaboration among and across generic and disability-specific systems.
- Increasing the use of self-direction in services, and integration of funding across and among systems.
- Increasing economic self-sufficiency through leveraging work incentives, financial education, or other strategies that promote profitable employment and asset building.
- Increasing the use of universal design in employment services and as a framework for employment policy.
- Increasing the use of customized and other forms of flexible work options for individuals with disabilities and others with barriers to employment.

Welcome to Maryland

“There is no such thing as a Spare Marylander”



Maryland Team Leadership



The Maryland team is being co-chaired by:

- **Thomas Perez**, *Secretary*
Department of Labor, Licensing, and Regulation (DLLR)
- **Catherine Raggio**, *Secretary*
Department of Disabilities (MDOD)

Maryland Team Members



Team members include:

- **Asuntha Chiang-Smith**, Executive Director of the Base Realignment and Closure Subcabinet
- **Robert Burns**, Assistant State Superintendent, Maryland State Department of Education, Division of Rehabilitation Services
- **Dr. Charlene Dukes**, President, Prince George's County Community College
- **Lisa Cuozzo Stern**, Director of Operations, Montgomery Works
- **Devon Dodson**, Chief of Staff, Department of Business and Economic Development
- **Eric Seleznow**, Executive Director, Governor's Workforce Investment Board (GWIB)
- **Bob Vetere**, Human Resources, Northrop Grumman
- **Sean Massey**, BRAC Coordinator, Department of Transportation
- **Caroline Varney Alvarado**, Special Assistant, Department of Housing and Community Development

Maryland's Objectives



- Identify and link job seekers with disabilities to opportunities made available as a result of BRAC.
- Enhance the skills of job seekers with disabilities by retooling or realignment of existing training programs and dollars.
- Determine work incentives and strategies to ensure that “work pays” for individuals with disabilities.
- Develop livable and inclusive communities.

What is BRAC?

BRAC is an acronym that stands for Base Realignment and Closure.

It is the congressionally authorized Process Department of Defense has previously used to reorganize its base structure to more efficiently and effectively support our forces.

In 2005, Maryland was selected to accommodate a significant expansion of the United States military installations. Maryland would become the future home to thousands of our country's federal civilian and military families while experiencing the largest single employment growth activity since World War II.



Development of Action Plan



As a starting point, the team dedicated a series of meetings to conducting an in-depth review of the Housing, Transportation and Workforce Development sections of the existing State BRAC Action Plan and crafting disability-specific recommendations related to those recommendations.

The complete State BRAC Action Plan can be found at www.brac.maryland.gov.

Highlights of Key Activities to Date



Workforce Development/Employer

Recommendation: Coordinate and increase cross-agency employer engagement/outreach.

- Employer focus group held with BRAC employers in New Jersey.
- Universal design to be a topic at annual state workforce development conference.
- Governor's Workforce Investment Board Interagency Workforce Committee to review proposed technical assistance plan to increase universal design of One-Stops and make recommendation to GWIB.



Highlights of Key Activities to Date



Workforce Development/Employer

- MOUs are being signed with Department of Business and Economic Development and Department of Labor, Licensing, and Regulation for employer outreach with an emphasis on BRAC jobs and web portal for employers interested in hiring.
- Marketing materials encouraging hiring of individuals with disabilities included in BRAC Relocation Guide with over 11,000 to be distributed.

Highlights of Key Activities to Date



Workforce Development/Job Seeker

Recommendation: Facilitate access to BRAC jobs for individuals with disabilities.

- Job fair and No Spare Marylander Job Seeking workshop to be held in the fall in Aberdeen Proving Ground region.
- Request for Proposals issued to create fact sheets on topics key to BRAC employment, including Security Clearance Process, Importance of Credit History, and how to locate BRAC jobs.

Highlights of Key Activities to Date



Workforce Development/Job Seeker

- Team has been identified and curriculum being created to develop statewide consistent approach for job seekers with disabilities in One-Stops.
- AmeriCorps volunteer hired to do outreach to college students with disabilities to develop their career skills and to link them to internships.

Highlights of Key Activities to Date



Housing

- Hosted meeting on Transit-Oriented Development in BRAC areas attended by local housing and disability staff. Maryland Department of Transportation presented on target growth areas and the development process.
- Research on best practices in Asset Development and Financial Literacy is underway to develop curriculum.
- MDOD personnel are monitoring implementation of Housing Action Steps by Department of Housing and Community Development.



Highlights of Key Activities to Date



Transportation



- Hosted meeting on Transit-Oriented Development in BRAC areas attended by local housing and disability staff. Department of Transportation presented on target growth areas and the development process.
- MDOD is monitoring implementation of MDOT action steps committed to as part of NTAR Action Plan.
- MDOD continues to update local partners on Transit-Oriented Development progress in key BRAC areas.

Highlights of Key Activities to Date



Next Steps

- Convene state group to review asset development/financial literacy best practices and develop action plan.
- Continue to monitor implementation plans for key agencies.
- Develop disability-specific questions for kiosks at relocation sites.
- Finalize white paper and MOUs for first data run for WORKSTAT.
- Revisit essential workplace skills need and determine alternate action plan.

Contact Information

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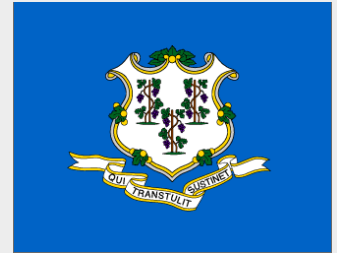


Connecticut



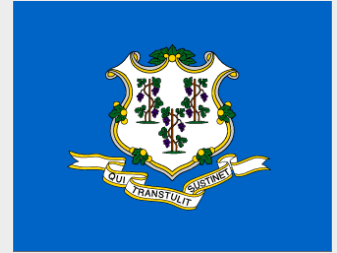
Connecticut/SLII

- Goals
- Highlights of Activity
- Accomplishments
- Lessons



Goals

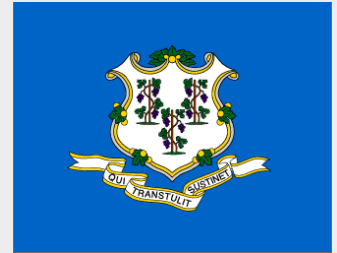
1. Expand Collaborations
2. Increase Awareness
3. Capacity Development
4. Universal Design
5. State Government - Model Employer



1. Expand Collaborations

- Outreach continues....
 - Governor's Office
 - Labor
 - Rehabilitation Services
 - Services to the Blind
 - Administrative Services
 - Corrections
 - Developmental Services
 - Mental Health and Addiction Services
 - Economic and Community Development
 - Community Colleges

■ Workforce Boards
■ Business Leadership Network
■ CT Business and Industry Association



1. Expand Collaborations

Walgreens - catalyst

- New distribution center
 - 700,000 sq. ft. facility
- Commitment to hire people with disabilities
 - 1/3 of workforce = 180+ workers with disabilities
- Where is the ready workforce?
- No one entity: Collaboration required

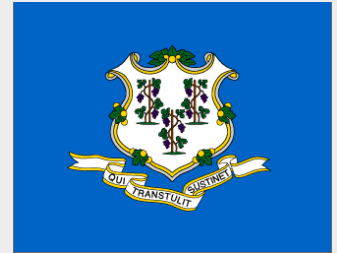


1. Expand Collaborations

Increasing Service Access

Assistive Technology Inventory

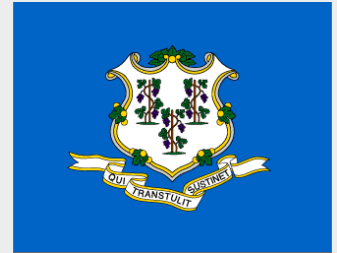
- CT DOL and WIBs Survey Distribution
 - One-Stop Centers
 - Community Colleges
- Tech Pros Recommendations: DOL, BRS, BESB
 - Purchase or share?
- State-wide Communication
- Joint, Cross-Agency Training



2. Increase Awareness

Website – Repository of Disability Resources

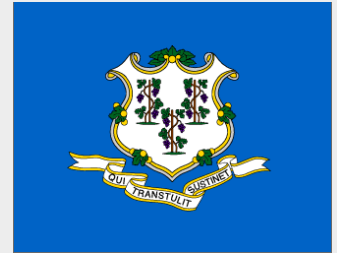
- Career Center
- Employers
 - Video vignettes demonstrate abilities
- Youth
- Parents
- Toolkits: Youth Transition, Employer
- Transportation
- Repository for News and Events Calendar



2. Increase Awareness

State-Wide Multi-Media Campaign

- TV and Radio: “See the Ability”



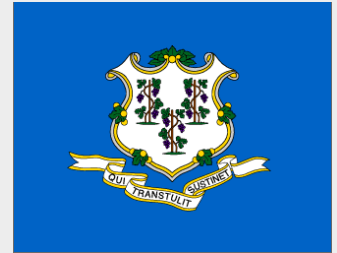
TV Spots



2. Increase Awareness

Expansion of CT BLN

- Dedicated Administrator
- State-wide Activity
- Coordination of Employer Outreach and Activity
- Researching State Best Practices for Business Engagement



3. Capacity Development

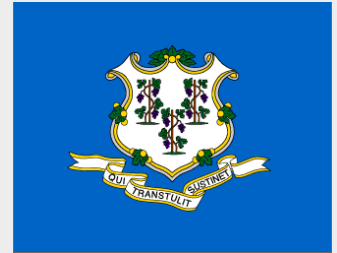
One-Stop Delivery System

- Exodus of Disabilities Knowledge
- Staff Survey
- Fill Gap Training
- Sustainability Plan
 - Live
 - Video – new hire orientation
 - Webinars – facilitated, ongoing
- **Assistive Technology Training**



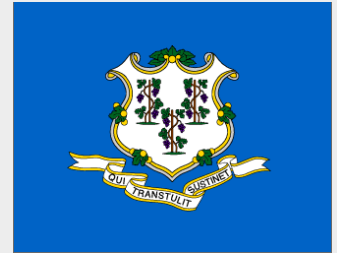
4. Universal Design

- Assessment of Services Delivery System
 - Baseline assessment
 - Existing gaps
 - Areas for improvement
- Stakeholder Training for Buy In
- Identify Key State Personnel
- Planning Process
 - Areas for initial focus
 - Establish 1 and 2 year goals



5. Model Employer

- Plan: Outlining Why, How, Timeframes
- Best Practices of Others (CA, IA, VT, ME)
 - Baseline staff survey
 - Current experience and perceptions
 - Training
 - Coordination of efforts to expand opportunities
 - State government becomes model for private sector



Accomplishments

Media Gallery | About Connect-Ability | News | Contact Us

connect-ability See the ability. See how we can work together.

Enter Keyword Search

Career Center Transportation For Employers For Youth For Parents

Our purpose
is to bring Connecticut's employers and people with disabilities together.
See the ability.

Tell us what you think.
Please fill out the Connect-Ability website evaluation survey.

Upcoming Events

Employer Toolkit
Check out our new interactive video for employers!
[Click here for toolkit.](#)

Did you get connected?
Did you get a job or hire an employee with the help of Connect-Ability?
[Tell us about it!](#)

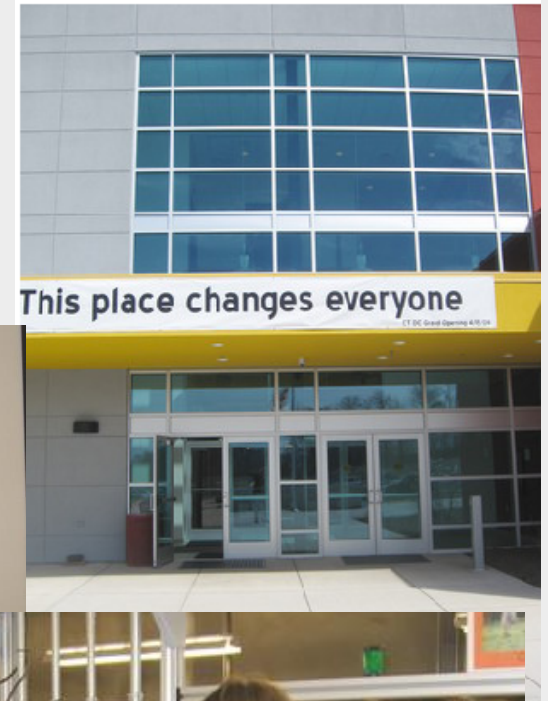
Feedback Matters!
Become a part of Connect-Ability's evaluation study.
[Submit your feedback now](#)

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www.Connect-Ability.com

Walgreens Opened May 2009!



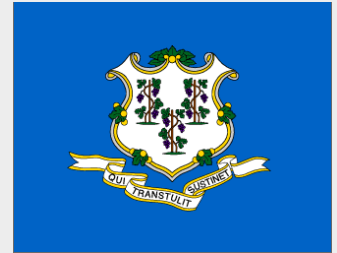
Accomplishments

- Partnerships Growing and Collaborations Expanding
- CT BLN Expansion
- AT Inventory Complete
 - Communication plan in development
- Identified Surveys Needed
- Universal Design Assessment Beginning
- Model Employer Discussions Underway



Lessons Learned

- Obtain Highest Level of Involvement
- Identify Challenges in Common
- Continue Growing Partnerships
- Break Down and be Realistic
 - What can be done by those involved
 - Social networking to bring in missing partners
 - What can be done with existing resources
 - Small steps to provide ongoing successes



Contact Information

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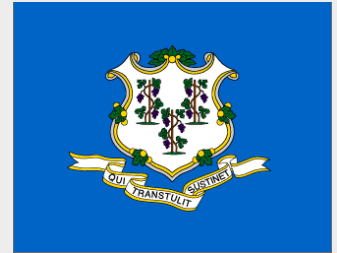
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Minnesota: The Road to Use of Universal Design in Workforce Development Services



Leadership Principles



- Adopt unifying philosophy as well as key strategic goal: Competitive jobs for persons with disabilities.
- Incorporate universal design into workforce development services.
- Link employment and prosperity to regional economic development strategies.

Leadership Goals



- Develop leadership at all levels, within and across organizations.
- Our SLII team includes state, regional and local leaders from government, community-based organizations, and advocacy organizations.
- Change vocabulary, attitudes, and perceptions.
- **Why** we need to change must be clear...

The One-Sentence Minnesota Value Proposition



**We need *everyone* in the workforce
for businesses to thrive
and communities to prosper.**

Value Proposition...Living Examples



- Economies (*or communities*) in which businesses thrive and employees succeed.
- Workplace flexibility (*or customization*) that maximizes productivity.
- Work that transforms lives and economic performance.
- Work experiences and evolving attitudes that change the workforce.

Value Proposition...Living Examples



- Hiring policies that distinguish between “qualified” workers and “quality” workers.
- Industry-recognized skills and competencies are the foundation of value-added skill training efforts.
- The demand for workers from populations that are currently under-represented in the workplace will increase as the current workforce retires.

SLII Aids Minnesota in Leveraging WF Centers and Pathways to Employment (MIG) Infrastructure



- Builds on years of initiating, experimenting, learning, making connections between and among multiple agencies and organizations.
- Minnesota recognized as national leader in integration of persons with disabilities in the national One-Stop workforce development system. This requires constant blending and braiding of resources and management **across initiatives**.

Four Principles Guide New Pathways to Employment (MIG) Grant Plan



- Build upon most promising activities.
- Leverage grant resources to advance partners' core priorities.
- Shift to the expectation that persons with disabilities will work unless they opt out.
- Build systems of accountability.



Building a Minnesota Advantage

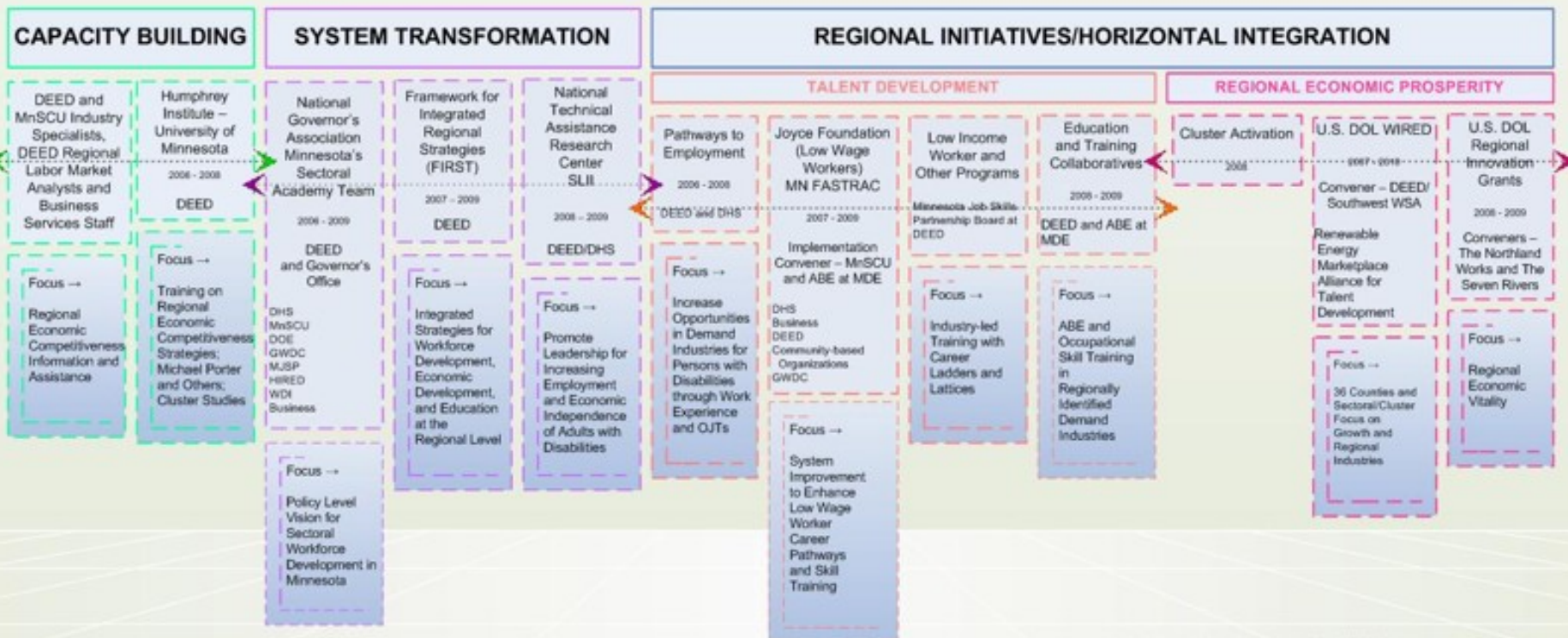


The following slide illustrates how blending and braiding of resources and horizontal integration of services are moving us forward...



NTAR Leadership Center

21st Century Regional Prosperity
Transforming Workforce, Education, and Economic Development at the Regional Level
to Increase Individual Business and Community Prosperity



Questions, call Kathy Sweeney at 651.259.7565, kathy.sweeney@state.mn.us

ABE Adult Basic Education
DEED Department of Employment and Economic Development
DHS Department of Human Services
DLI Department of Labor and Industry

DOL Department of Labor
GWDC Governor's Workforce Development Council
JSP Job Skills Partnership
MDE Department of Education

ACRONYMS

MFIP Minnesota Family Investment Program
MUSP Minnesota Job Skills Partnership Board
MnSCU Minnesota State Colleges and Universities
RIG Regional Innovation Grant

TANF Temporary Assistance for Needy Families
WIA Workforce Investment Act
WIRED Workforce Innovation Regional Economic Development
WSA Workforce Service Area

12/15/08

Current SLII Efforts

- Our first Manufacturing Camp has evolved into 11 camps to careers in a variety of communities.
- Extended Training Opportunity (ETO) is a next step development of the camps.



Current SLII Efforts



- Joint venture is underway between SLII and a Fast TRAC incubator to link Pathways to Employment (MIG), Workforce Investment Act Title 1 and Title 4 services (etc.) with adult basic education and postsecondary skill training.
- Universal Design Institute is in planning for rollout later this year. Workforce services such as mentoring, work-based learning, apprenticeships, stackable credentials will be featured.

Lessons Learned

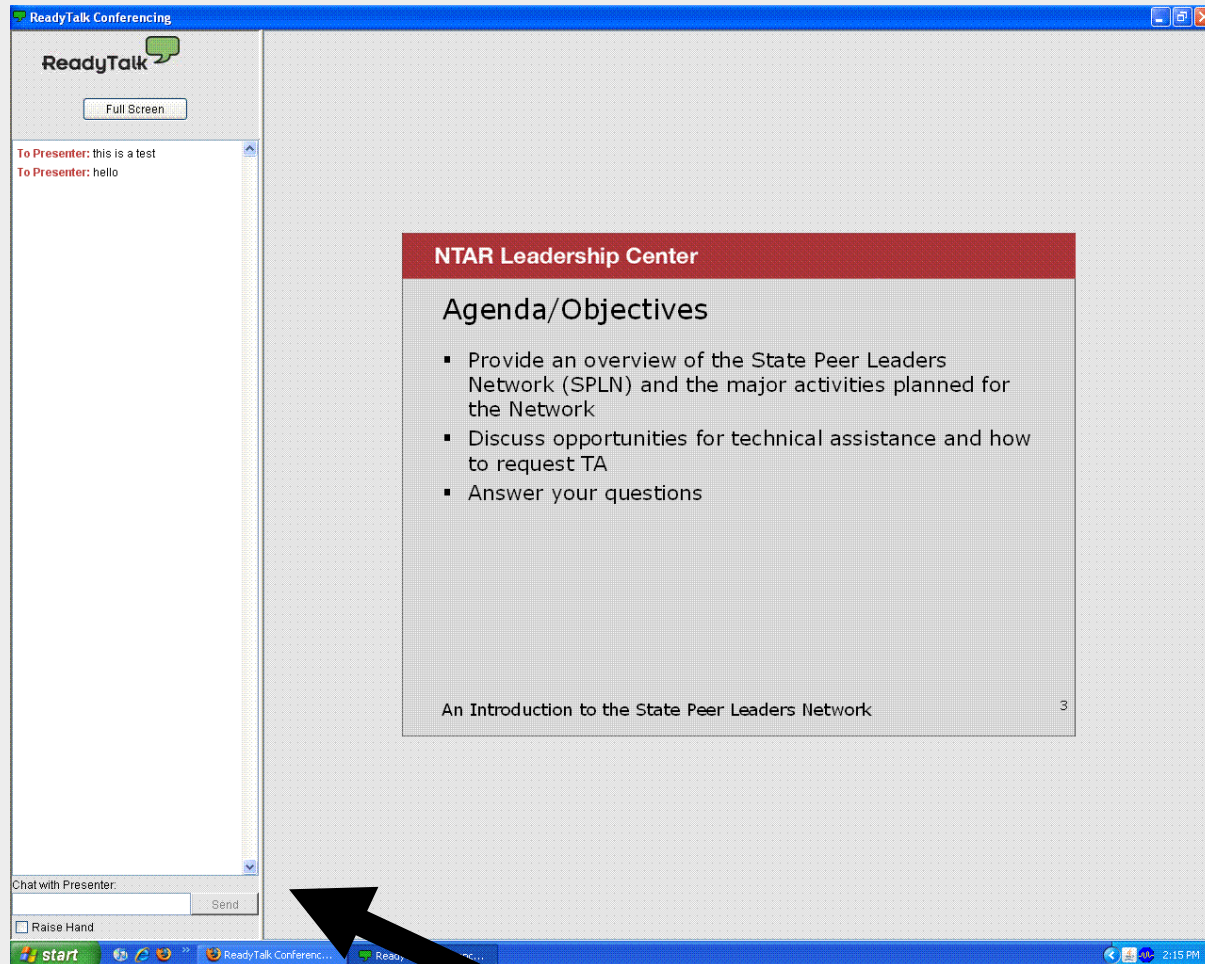


- From idea to implementation to evaluation-to embedding a new way of practice as the new norm...
- The road of change requires structure and support at each step.
- Change does not “just happen.”



Question-and-Answer Period: How to Submit Your Questions

Click **Raise Hand** to ask a question; the chairperson will then call on participants in the order that questions were received



Lessons from the Field, July 23, 2009

Use **Chat box** to send your question(s) to the chairperson

Question-and-Answer Period: How to Submit Your Questions



Send a tweet to:

@ntar

Remember:

Your tweet has to be less than 140
characters!

Question-and-Answer Period



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NTAR Leadership Center Website

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