

WIOA Stakeholder Consultation:

WIOA Stakeholder Consultation: Services to Individuals with Disabilities (9-2-14)

Open Chat 1: What are your top three priorities for implementation of WIOA?

- Lee (1000723343405971356):My main goal for the WIOA regs is for the language to be explicit about decisions that should be made at the local level in order to maximize local area flexibility.
- Daniel (1001423040217690633):flexibility
- Emilio(1001028667815746488):Clear definitions
- Rebecca (1001401665650977677):Determine enrollment parameters
- Joanna (1001423050480361875):Integration, infrastructure and communication
- Daniel (1001423040217690633):local control
- James(1000723343405973822):Improve the Ticket to Work Program
- Steven (1001423247440649144):Clear guidance.
- Elizabeth (1001131145626542648):Technical guidance, clear direction, flexibility
- Michelle (1001423141380902769):Ensuring services are available to people with disabilities from various service groups
- Carrie (1001402354014035936):Getting all partners on board and also on the same page so that everyone is doing the same thing
- william (1001423815821635431):Tiket To Work pgm
- Robert (1000905458980630163):Changes to JVSG
- Donna (1001334647497825038):Better communication and collaboration between programs, State, Workforce
- Emilio(1001028667815746488):Local level flexibility
- Sandy (1000723343405978554):Clear, concise regs and guidance
- Kathleen(1001423743870265350):Ease of use, flexibility
- Michael (1001423056023082024):ability to ensure statewide equity and quality of services
- Julia(1001424550546361660):How are individualized and integrated services for people with disabilities going to be implemented. Subsequently, how will those service be funded.
- Norine (1001407929663046637):The chance to create better transition services from youth to adult services and use of SSA work incentives.
- Claudine (1001000543919239208):Clear defined guidance
- Brandon (1001423351429759740):flexibility
- Don (1000723343405986890):Integrated service delivery with partner agencies through our local workforce center
- Nadine (1001327336226743303):collaboration with state and county entities
- Sonita (1001423347881166302):clear definitions, integrated partnership, clear regulations
- Mary Lynn (1001121732478265809):Integrate the ticket to Work program at AJCs locally or at state level.
- Lori (1000723343405994707):board roles, regional alignments
- Sue (1000723343405988137):Flexibility; clearly defined roles and responsibilities
- David (1000723343406000234):Ensuring a true partnership between public VR and the workforce development system.
- James(1000723343405973822):Changes to JVSG
- Susan (1001029441599308452):Clarity on integrating intensive and core services
- Rebecca (1001026040099704918):Coordniation of services across agencies - AJC's, VR, other
- Meri (1000919136487634805):clear definitions and rules
- Michael (1001423826993386256):Increased assistance to those with disabilities beyond referral to the local Rehab Agency
- Susie (1001423239976236362):Flexibility of local service delivery and preservation of local control; performance accountability across programs

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- Janet (1001423440368354299):TtW
- Sharon (1000723343405970665):Flexibility of implementation for local areas; Clear definitions and performance measurements; Common sense applications for job seekers, employers and staff
- Nina (1000723343405971073):Continuation of Wagner-Peyser demonstration state status, guidance on early implementation and waivers of certain WIOA requirements to facilitate early implementation
- rolando (1001208268587868418):MEaningful unified planning among the partners
- Gail (1000723343405987681):Technical guidance - clear rules and regulations
- mary (1001333147957211777):definition clearly stated
- Shirley (1001110256080310367):Specificity in the regs with clear definitions and assistance with development of all needed partnerships including linkages with businesses.
- Brandon (1001423351429759740):clear definitions and regulations
- Donna (1001334647497825038):Partnerships between Workforce and RSA
- Arnold (1000927341302384546):increased integration of indiv with disabilities in local workforce development programs including training and job placement as well as work readiness
- Dann (1001423443765807602):Local flexibility based on needs
- Alexa (1001423453296040926):making it user-friendly
- Ama (1001220152698468659):My main goal is to use it to help impliment a supported employment program for people with mental illness.
- Amy (1001423847258515888):starting out as an ovr provider - gathering information
- Judy (1001423850502247460):Insure that individual's with all types of disabilities have access to the supports and services
- Alicia (1001409136916044040):financial literacy in youth programs being implemented effectively
- Carrie (1001402354014035936):Working together to meet the needs of common clients -- streamlining
- Mike (1001423936595119078):Ticket to work, transition school to work, employment of people with disabilities
- Kerri (1001423133446243553):Flexibility, Funding and something else that starts with F
- Marcia (1001423242872480572):Availability to citizens in rural areas
- Reyhan (1001423657698450800):supporting transition from secondary schools; transitions from ICF/MR (and related facilities), align values with Employment First values
- Cynthia (1001029170914368556):elimination of duplication of effort
- Robert (1001222937940054859):Examining the connections for youth between WIOA-VR services and the transition support provided to students with disabilities (IDEA)
- Cherrell (1001423458419010185):Attend the CSAVR fall conference to learn more about the specifics of RSA's goals for implementation of specific areas involving the VR program
- william (1001423815821635431):transition for youth services
- Mary (1001423884098038224):Good collaboration between the different entities involved, employment and training for persons with disabilities
- Min (1001423745148743693):Easy to access
- Gregory (1001423752863751611):Protocol for interagency transparency.
- Michelle (1001423141380902769):improve what services are currently available and providing awareness of people with disabilities from the worker compensation arena
- Larry (1000723343405971057):1,Effective and efficient ways of making youth economically and socially self-sufficient. Use Research and evidence based methodologies
- Jesseca (1001423938882975533):clearer guidlines and timelines
- LaMonica (1001225535090771345):Improve access to employment services (including training-

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not just job search)and employment opportunities, particularly for TANF clients.

- Marcel (1001423546065426555):Focus on serving the most significantly disabled citizens
- Alicia (1001423044035205297):Learn more about the Advisory Committee on Competitive Integrated Employment..guidance on definitions, and guidance on trianing for CRPs/employoers hiring people with significant disabilities
- Don (1000723343405986890):Better customer services to job seekers and employers
- Mira (1000723343406003963):As we are a training provider funded primarily via Voc. Rehab. funding in our state, we want to be sure to be clear how WIOA will impact the services we provide. We also want to be sure that our consumers have easier access to AJCs and are accommodated to get their job search needs met.
- Emilio(1001028667815746488):Coordination for system mandated partners
- Julie (1001423872059619412):clear definitions and consistency in following guidance
- Brian (1001424536737554193):local control / implementation tailored to population needs
- Susan (1001409350496115410):clarity regarding funding resources
- Debra (1001423254186038715):comprehensive customer service with partner involvement
- Justina (1001230442806719886):Maintain local flexibility, create common dialogue with all departments, provisions and resources and training for increased and improved services for individuals with disabilities
- Heather (1001424534004698166):Educating all partners to decrease gaps in services. Especially parents
- karen (1001424463767983187):Ensuring that Sheltered workshops are still available for individuals with disabilities that CAN'T work in the mainstream
- Krista (1001423045243700350):seamless transition
- Kendra (1000926141399211708):Ensuring adequate training is provided, clear definitions and clear eligibility requirements as well as documentation requirements.
- Mya (1001424035636003264):making sure all partners are at the table
- Dann (1001423443765807602):Flexibility and guidance on standars
- Heather (1001408358197553850):local flexibility, clearly stated and defined guidelines, relevasnt measures used
- Alyssa (1001423739961562002):better depth for Career Pathways
- Monica (1001423850598304222):Get a full understanding of requirements under the new law pertaining to the services our agency provides to individuals with disabilities.Any changes to sub-minimum wage certification requirements, etc.
- Martina (1001305154265617096):Ticket to Work Program, guidelines for providing service
- David (1001010442572557265):clear policies on providing services to PWD, Integrating Core and Intensive Services, and developing stronger paartnerships with partners
- Rebecca (1001026040099704918):One application and enrollment process to access multiple agencies providing assistance
- william (1001423815821635431):improved training for Persons with Disabilities
- Pat (1001019360232144026):data sharing, confidentiality, federal-level MOUs to facilitate local-level RSAs
- Kristina (1001326067930273862):True collaboration between local workforce, VR, and partner agencies and open communication
- Leona (1001126959228635479):Updating our system of record
- Nidia (1000917649890431502):Technical assistance/guidance on new requirements, manadated partners and responsibilities; flexibility
- Mary Lynn (1001121732478265809):How will DOL ETA assure access for job seekers with disabilities to all services and programs?

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- Arnold (1000927341302384546):more integration with community providers or partner with our agency
- Gay (1001423257342471868):Clear and concise definitions and expectations. Clear expectations for each of the partners and performance measures.
- John (1001423341652577661):Ensuring that the states have the resources necessary (i.e., mainly financial) to fully implement the changes..
- rolando (1001208268587868418):Performance monitoring and evaluations
- David (1001208945438583885):Accommodations for Learning Disabled workers in the workplace, not just at school
- Daniel (1001423040217690633):partners contribute equally to the AJC
- Armando (1001331630118182510):Employment and Training Programs for Youth, Partnership and Collaboration, Clear Definitions
- Ruth(1001423448554780489):collaboration with the state WIOA program and local employers
- Michael (1001423734003229119):ensuring people with ID/DD are not unreasonably forced to attempted integrated employment
- Gregory (1001029536836371126):An integrated system
- Sharyn (1001206954288570535):DRC's for every workforce area is desperately needed if we are going to compete in this area.
- Julia(1001424550546361660):How are American Job Centers going to train staff to best serve people with disabilities?
- James(1000723343405973822):Bring back the DPN
- Emilio(1001028667815746488):Local flexibility
- Mike (1000908250579864988):Meeting all required components with a simple process
- Corrine (1001212556183549668):Ensure all people with disabilities receive the same level and kind of services as those without
- Monica (1001423850598304222):Meeting all requirements for planning transition.
- Jacqueline (1001424064652407799):clear parameters and expectations
- Bill (1001133632400255888):Educate customers to procedures to resolve complaints
- Ericka (1001423427705260109):defined definitions and rules and what program participates resources are available and how to access
- Suzanne (1001231359408876228):Actual physical access to building and programs for individuals with disabilities, Better collaboration including shared programming that includes anyone who comes into the workforce centers especially lowans with disabilities and older lowans
- Laura (1001423844239531442):Collaboration between stakeholders, flexibility, person-centered options
- Michael (1001423056023082024):flexibility
- Angel (1001132550328863563):My top priority is to provide technical assistance to ensure my local areas are compliant with the ACT,would like clear definitions.
- Jimmy (1001423237607172348):preservation of all options for people with disabilities remaining
- Ama (1001220152698468659):and to find incentives on how to get employers to hire people with mental illness
- Don (1000723343405986890):Continued emphasis on workf based training
- Gregory (1001423752863751611):Integrated data systems
- Sharlene (1001122230713278425):Knowing what can be transferred over and be grandfathered in
- Eva (1001423955185348723):clear definitions
- Suzan (1001423751929272496):definitions clearly stated, guidelines clearly stated, true

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- collaboration and partnerships
- Carrie (1001402354014035936): Hoping to get employers on board so that working with all client groups will flow easily
 - Kymberly (1001423452520794406): Better support from Regional Centers
 - Marc (1001424053321752069): Guidelines for implementing for individuals with disabilities
 - Racquel (1000920838502434777) 2: intergrating TANF participants with disabilities
 - william (1001423815821635431): Employment for PersonsW/Disabilities
 - Janis (1001104236431709509): More training opportunities for youth with disabilities.
 - Greta (1001420841058603747): Provide a bridge for people who are dyslexic/ADHD
 - Jennifer (1001423850618762099): accessible programs that are known in the community, empowering people with disabilities getting employed, providing transportation and assistive technology for pwd
 - Heather (1001424534004698166): Clear policy and partner trainings. so that all partners have same understanding when implementing services
 - Marcel (1001423546065426555): Emphasis on appropriate collaboration among all
 - Mya (1001424035636003264): clear definitions
 - Nancy (1001423758881851902): More real opportunities for individuals with disabilities and more support for businesses.
 - Marilyn (1001423960078769361): Clear guidance, clear definition, importance of jobs
 - Alicia (1001409136916044040): Seeing how we can integrate financial management strategies into services so people can learn to budget, decrease debt, increase savings. This leads to longer term financial stability.
 - Diana (1001422755358635297): 1) Clear eligibility guidelines 2) 75% out of school youth compliance and 3) continued funding for DEI/DPN programs
 - rolando (1001208268587868418): To keep the client in mind
 - Patty (1001023654341610478): Flexibility enough for customers success
 - Cheryl (1000723343405994590): Better collaboration with school districts., understanding how core performance measures will affect PWD
 - Vilissa (1001424058257177553): More employment opportunities, flexibility, & better understanding of what PWDs can do to increase & improve their employability efforts
 - isidore (1001422827958254489): WIOA requires a significant amount of integration and collaboration across systems. There needs to be adequate TA and funding and TIME for the significant changes required to serve our customers.
 - Samuel (1001132648013698444): Understanding the new law regarding the youth program, definition, regs and specs
 - Mary (1001423884098038224): definitions for "success"
 - Martina (1001305154265617096): building of partnerships with state and federal agencies near our AJC's
 - Toby (1000927141589675791): Outcome measures for services to job seekers with disabilities so the systems understands that this is a core responsibility, not an add on.
 - Lori (100112334334868779): clear and easy guidance, better communication between all agencies, allowing training providers the ability to work directly with the agencies - make it easy for them to work with the agencies
 - Sharon (1001408733195498852): local control, flexibility, clear expectations on how the identified agencies are to work with each other under WIOA
 - David (1000919832083688852): Determining the boundaries between different job roles, particularly between intensive and core services.
 - Larry (1000723343405971057): Coordination of various resources w/o duplication

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- Sandy (1001424542137947354):Employment for the Disabled
- Larry (1001125955797225114):Clear guidance for all stakeholders including monitoring so no confusion about regulation implementation.
- Sharon (1001019430771402092):I think it is important to have clear cut guidelines at the local level
- Dann (1001423443765807602):specific guidelines on what is covered by ADA and what is not
- Dennis (1001423745441269789):Accountability for state vocational rehabilitation agency to actually support increased employment access for the disabled, adequate provider rates
- Tressella (1001423141509148501):User friendly, clear definitions, better integration with agencies
- Norine (1001407929663046637):Implementation of employment first initiative in our state
- Arnold (1000927341302384546):enlighten community about resources available for indiv with disablites to profit from training andnd workforce programs
- Don (1000723343405986890):clear definitions of all services and expectations
- Connie (1001424544050841547):local flexibility
- James(1000723343405973822):CWIC employed at the AJC
- Andrea(1001407151627297027):flexibilty, success and accessibility
- Gregory (1001423752863751611):Clear benchmarks and quality control measures
- Joanna (1001029150917217873):Disability Resource Coordinators staffed in all statewide Career Cents
- Mary-Alane (1000723343405976781):Clear guidance on what is considered effective collaboration between WIOA, Wagner Pyser,Adult Ed and Voc Rehab
- Mary Ann (1000723343406011167):accountability for mandated partners
- Angela (1001422767479823925):clear directions and guidance on who does what.Local WIB vs. the TANF partners, other partners, who does the ownership on implementing fall and how will they work with the other entities.Funding, defining roles, etc.
- LaTanya (1001424547616400360):Clear guidelines, collaboration, user friendly
- Julia(1001424550546361660):How are services for people with disabilities going to collaborate with VR and the Developmentally disabled systems?
- Daniel (1001424536021185152):Clearly states the goals and parameters to consumers
- Edna (1000723343406004949):Clear Regulation language, clear terminology definitions, ideas for cooperation between agencies to obtain eligibility and outcome data
- Monica (1001423850598304222):Need to educate our members and their families as to what to expect under this new law
- Susan (1001116548887550947):1. The opportunity to "fix" any stuctural errors that remain in place under WIA....a chance to start over ...thoroughly reviewing WIB structure not only on paper ...but as a functional reality in the WIOA world that might be in conflict with local WIB/ county civil service .
- Gladys (1001410448682474779):Glad: Clear guidelines and technical asisstance readlily available
- Jodi (1001423341608634263):Ensuring thatpeople with the most severe disabilities are not forgotten, that there are options for them to still wrok if possible
- Rebecca (1001026040099704918):Credit to AJC's for placing people with disabilities into part time employment if that is what makes sense for the person
- Kendra (1001423040056712874):Vocational Rehabilitation Counselors must remain at a Master's Degree level in order to ensure that people with disabilities are receiving appropriate services
- Carol (1000723343405989802):Partnerships with schools and voc Rehab
- Cindy (1001231237080383846):easy to use and understand

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- Scott (1001424135246952525):Clear, cohesive definitions
- Armando (1001331630118182510):Pay for Success Project Funding
- Ama (1001220152698468659):to provide consumers with the opportunity to work and to receive an income that they can live off of
- Robert (1000905458980630163):job matching
- Michael (1001423734003229119):Separating the needs of people with ID/DD from the needs of general disabilities
- Cherrell (1001423458419010185):Determine how to incorporate accountability measures to meet the new standards and indicators for the VR program under WIOA
- Brian (1001424536737554193):limits of 'common measures', to serving populations
- Cheryl (1000723343405994590):Understanding pre employment transition services - how to implement
- John (1001423341652577661):Speaking from Virginia, I'm concerned about implementation of WIOA at the same time that the Commonwealth is implementing its settlement agreement with the DOJ and instituting all of the changes to the Medicaid HCBS. This includes an Employment First initiative.
- David(1001423149863799423):reduction and/or organization of activity codes
- Jennifer (1001423850618762099):core services funding for CILS
- Arnold (1000927341302384546):disability awareness to community and workforce system
- Heather (1001424534004698166):Benchmarks that meet IWD needs/abilities/success
- John (1001231951880034944):defining "pre-employment services", clearer understanding of what the Limitations on the use of Subminimum wage means" and better understanding of how extended services for transition age youth will now be funded.
- Susie (1001423762038782197) 2:more employment integration ideas based on premise of vulnerable adults and who serves them
- William (1001423815821635431):User-friendly wording and access for all parties
- Jimmy (1001423237607172348):protection of vulnerable adults when in the community
- Armando (1001331630118182510):Staff Training
- Martha Gabehart:programs ability to partner on paying for training and support for employment, data on how many people with disabilities are placed and how long they stay employed, transition for students with disabilities and receiving services before they graduate.
- Julia(1001424550546361660):Are VR services now under department of labor or are they still under department of education?
- Sharon (1001408733195498852):clear guidance , clear definitions
- Justina (1001230442806719886):Funds and grants for technology and resources for the AJC to meet the increase demand of job seekers and partner referrals
- Jessica (1001423157631720406):What will be considered a success? And how will you reach this?
- David (1000919832083688852):Finding out the performance criteria for each different role.
- Ryley (1001423134724492891):limit use of subminimum wage
- Paul (1000922354657757729):Keep state CRPs open as training and placement options for adults with disabilities.
- Don (1000723343405986890):Better definition of administrative and programmatic costs
- Charles (1001121765045654143):more community involvement
- Maritere (1001423354947628734):greater authority to the states and increased collaboration with federal partners
- Arnold (1000927341302384546):access of job coaches in mainstream employment oriented systems

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- Mary Lynn (1001121732478265809):job seekers who are unable to find work independent of using AJC often have various barriers, a "navigator" type position would be effective to assist job seekers in connecting to appropriate community services and move within complex system of services.
- Arnold (1000927341302384546):access of job coaches in mainstream employment oriented systems'
- Larry (1000723343405971057):I agree Pay for Success
- Nancy (1001423758881851902):True integration with customized employment
- Suzanne (1001231359408876228):More local brick and mortar offices across Iowa for Older Iowans and Iowans with disabilities. Internet services should not be recognized as an actual service
- Mya (1001424035636003264):improved employment for individuals with I/DD
- Susan (1001116548887550947):Training provider accountability for not only credential attainment but for training related placements
- Jacqueline (1001424064652407799):programs for "hard to serve", non regional center eligible participants such as people with ATBI acquired after age 18, some folks on the autism spectrum, etc..frequently need ongoing services
- Lei (1001228260512956256):Clear definitions and guidelines
- Esther (1001423342443630469):To be able to take advantage of the job training for our TANF clients to enable them to obtain employment.Flexibility.
- William (1001423815821635431):Staff support and ongoing training
- Nidia (1000917649890431502):Services alignment; flexibility
- Ama (1001220152698468659):Identify organizations that will hire them and to identify partnerships with other organizations
- Phyllis Brunson:Phyllis: Collaboration with school system
- Nancy (1001423459075960703):good transition services provided to students with disabilities, before during and after they graduate from high school
- Alyssa (1001423739961562002):More alignment between secondary and post secondary education
- Susan (1001029441599308452):Assist the long term unemployed, especially professionals who have not had many services available
- Srabanti (1001423759192590681) 2:the impact on employers
- Heather (1001424534004698166):education on Work incentives
- Pamela (1001423244572945877):Ease of access and guidance through the process of use. Coordination local VR state services.
- Connie (1001424544050841547):clear planning guidance
- Cheryl (1001423754956471789):Guidance for Continuing Education for professional development and for working with individuals with disabilities
- Rebecca (1001026040099704918):Continues support for an integrated resource team model for individuals with disabilities
- Rolando (1001208268587868418):Integration of programs in the One Stops
- Lei (1001228260512956256):Training, technical assistance
- Kathy(1001424039176710106):CRC certification a must for serving clients of RSA
- Armando (1001331630118182510):Employer Engagement
- Susan (1001116548887550947):True collaboration in the best interest of the customers
- James(1000723343405973822):Virtual Services
- Michael (1001423734003229119):better support service providers to implement sub-minimum wages appropriately

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- Mary Lynn (1001121732478265809):how will AJCs address serving individuals with intellectual disabilities?
- Monica (1001423850598304222):Education, training, cooperation with state/federal agencies pertaining to regulations -- meeting those regulations
- Mike (1000908250579864988):Clear simple process, serve those most in need.
- Lei (1001228260512956256):Infrastructure cost sharing-- ta
- David (1000919832083688852):Finding out how costs are tracked when performing services in support of partners.
- Nidia (1000917649890431502):performance outcomes if any
- Kay (1001423357139492872):defined guidelines
- David(1001423149863799423):more flexibility in WIOA electronic application for counselors
- Marcel (1001423546065426555):Emphasis on the specialization of highly trained vocational rehabilitation counselors to serve individuals with disabilities
- Mya (1001424035636003264):improved transitions from high school geared toward employment
- Arnold (1000927341302384546):more use of public workforce system by indiv with disabilities
- Susan (1001423363867789453):Training for staff about disabilities-getting customers to disclose, Employer partnerships
- Srabanti (1001423759192590681) 2:impact on federal contractors
- Cherry (1001110340659495540):Reduce the duplication of services for adult and youth across title II, III, and IV
- Judith (1001423465035740040):The screens in this application are really not optimized and do not work well with all browsers.
- Carol (1000723343405989802):make process easy for individuals with disabilities
- Lisa (1000723343405974835):students and young adults transitioning into employment opportunities through WIOA services
- Mary Lynn (1001121732478265809):common performance measures and common intake would improve customer service and improve coordination of services
- Jennifer (1001423850618762099):assistance with customized employment for people with disabilities, discovery of skills and employment opportunities
- Tom (1001424543810922862):Clear understanding on what limitations on the use of subminimum wage
- Arnold (1000927341302384546):more integration of indiv with disabilities in govt employment
- Ruth(1001423448554780489):To ensure that refugees with Limited English Proficiency who also have disabilities secure gainful employment
- Jamea (1001423760644926639):transportation
- Arnold (1000927341302384546):pre-employment!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!
- John (1001231951880034944):Services to be provided if all students with disabilities must be provided "pre-employment" transition services.
- Nidia (1000917649890431502):Additional resources
- Mira (1000723343406003963):Under WIOA, will the connection between training providers and AJCs change that it was under WIA?
- Jennifer (1001423850618762099):job readiness assistance
- Paul (1000922354657757729):Transportation
- Susan (1001116548887550947):Identify if the population "Most in need" is really the WIOA target population prioritized. Often the eligible population is not "the most in need" but merely "eligible under the law" ...so WIBS can set a much "lesser priority" and obtain excellent performance.
- Kendall (1001423250550479376):Kendall Barnard
- Paul (1000922354657757729):CFHOICE

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- Lei (1001228260512956256):TA on new section 188
- Suzanne (1001231359408876228):Better transition services for students with disabilities by connecting with students age 16 with Vocational Rehabilitation instead of waiting until their last year of high school when the student is already close to 21 and may have become dependent on SSA benefits. Most students with significant disabilities and their parents will not see why work is important at that point
- Ama (1001220152698468659):Identify job training for our consumers
- Kathy (1001423842564773134):Training opportunities for people with disabilities to gain specific skills to enter the workforce. Many people with disabilities graduate but do not have skill sets which translate into careers. They may only be able to seek generalized entry level jobs. However, if they had access to specific skill training, it would open up their options for employment.
- Mary Lynn (1001121732478265809):work paid experiences have proof of effective practice
- Theresa (1000723343405978713):Theresa Mudgett EMDC Bangor WIA provider
- Marcel (1001423546065426555):Strong clarification of pre-employment opportunities
- Larry (1000723343405971057):Coordination between IEP and ISS for youth with disabilities
- Anna Maria(1001424529752553593):lack of transportation and DVR
- Susan (1001116548887550947):Many are eligible but funds are limited...who do the FEDS really see as the priority?
- Jennifer (1001423850618762099):job readiness for adults that have acquired disabilities
- Suzanne (1001231359408876228):Include older worker programs as a full partner and a required partner in the One stop in order to increase employment outcomes for older workers
- Tyler (1001310034860149333):Training programs for "Middle Skills" job sectors beyond traditional 3 or 4 career areas for I/DD and Transportation options to get to and from training and jobs
- Paul (1000922354657757729):DVR must be committed to supported employment for adults with DD.
- Arnold (1000927341302384546):train community on new HS certificate and work place learning
- Kelly (1001423941861790251):can i please have the number for the phone.I am having a hard time hearing the conference through my speakers
- Judith (1001423465035740040):The audio is fading in and out.Please adjust your mic volumes!!
- Angel (1001132550328863563):Youth with disabilities - what is the definition - 504 plans, Individualized Educational Plans, doctors notes?
- Mary Lynn (1001121732478265809):many of the lessons learned from the DPN project and DEI need to be infused in the design of WIOA; specifically access to services, employment of SME in disability; unified voice to employers; and tapping into the Ticket to Work program
- Kathy (1001423737842895594) 2:Engaging not only the workforce system as partners but also employers
- John (1001231951880034944):making sure that we know how we as a state are measuring up against the requirements of the pre employment transition services. Perhaps we're doing pretty well already?
- Jaime (1001424479441576058):Provide more opportunities for individuals with hidden disabilities and/or mental illness
- Michael (1001423734003229119):the number one predictor to eventual income is education, yet people with ID/DD move into transition programming with little emphasis on core learning skills at an age when their non-disabled peers are continuing their core learning skills in college.This should really be considered.
- Alicia (1001409136916044040):Financial literacy should be sure to incorporate hands-on learning. Research has shown this type of learning is more effective.

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<http://www.treasury.gov/resource-center/financial-education/Documents/AFCO%20Youth%20Research%20Brief.pdf>

- Julia(1001424550546361660):Serving youth with disabilities requires a multitude of supports. WIAO asks for a 75-80% placement rate when, as a state, we are closer to 25-30% placement rate for people with disabilities. How is the new system not just going to cream the crop of people with disabilities and truly serve all.
- Suzanne (1001231359408876228):Spend more time through MOUs or actually legislation figuring out how costs within a workforce system should be split up among the partners. In Iowa a lot of partners have left workforce because it is just too expensive.
- Nidia (1000917649890431502):Revisit to review the ADA checklist dated 1995
- Mary Lynn (1001121732478265809):for workforce ENs, DOL ETA should look at partnership with knowledgeable administrative EN to provide TA and training to AJCs
- Michelle (1001423141380902769):Does this cover youth who have aged out of foster care, may have ran away from the last placement and have disabilities?
- Emilio(1001028667815746488):Title V to become a required partner at the One-Stop career centers
- Angel (1001132550328863563):Are performance benchmarks going to account for the services of people with disabilities

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Open Chat 2: What have been effective service delivery strategies for integrating customers with disabilities under WIA?

- Melodie (1001424165582321710):employment for people who are disabled including the behavioral health population.
- Terry (1001423253901284501):Legacy & Windmills Traing for AJC Staff. (Legacy: interwork.sdsu.eduWindmills: www.disabilityemployment.org)
- David (1001010442572557265):Take a look at the DEI Projects
- Norine (1001407929663046637):WIPA
- Mary Lynn (1001121732478265809):employ DPN or subject matter expert on disability housed at the AJC
- Justina (1001230442806719886):Use of job coaches and employer engagement
- Alicia (1001423044035205297):Disability Navigators
- Diana (1001422755358635297):IntegratedResource Teams
- Lee (1000723343405971356):We did quite well when we had funding for a Disability Program Navigator. Since then our AJC has always had at least one staff member with expertise serving individuals with disabilities who would serve as a primary staff contact for customers with disabilities and a resource to other AJC staff all of whom had some training to serve individuals with disabilities.
- Susan (1001423363867789453):Partnerships with DOR and Behavioral Health
- Kerri (1001423133446243553):Co-location of State and other Rehabilitation Service agencies with the local one-stop
- Miranda (1000723343405984485):Workforce Employment Networks
- DJ (1001222042066873637):The use of Integrated Resource Teams through Initiatives such as the Disability Program Navigator Initiative and the Disability Employment Initiative
- Jimmy (1001423237607172348):use of job coaches
- Tanea (1001423357405864083):Employment for individuals with disabilities.
- Joanna (1001029150917217873):DPN initiative, but more importantly and more current/effective - DEI
- Gregory (1001423752863751611):Uniting WIPA programs with State VR Services
- Kristina (1001012336928649081):Understanding and sharing disability disclosure with customers. Also, explaining disability questions on intake forms to customers so customers will feel more comfortable disclosing a disability.
- Maritere (1001423354947628734):Thank you
- Armando (1001331630118182510):Disability Program Navigator and Disability Employment Initiative
- Diana (1001422755358635297):DPNs/DRCs through TTW and DEI projects
- Andrea(1001407151627297027):Vocational Rehab and job coashes
- Racquel (1000920838502434777) 2:TTW and DEI
- Emilio(1001028667815746488):Stronger partnerships & service integration across the system
- Larry (1000723343406002981):DPN and DEI initiatives
- Kendra (1000926141399211708):Offering all services to all, regardless of disability and serving all in same area, rather than isolating those with disabilities from others.
- Barbara (1000723343405972962):DEI grants
- Jane (1000723343405970507):strong collaborations at the local and state levels
- Mary Lynn (1001121732478265809):Integrated resource teams are effective practice
- Nancy (1001423459075960703):partnering with high schools so that students are taking courses that support job training opportunities they are provided with while they are in school.

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- Gail (1000723343405987681):Disability Navigators were wonderful but without additional funding for them, impossible to have
- Sharon (1000723343405970665):Having access to equipment/software/technology in our centers which accommodates our customer's disability.Also, having staff available to train our WFC staff in the use/application of such equipment.
- Larry (1001125955797225114):More guidance and flexibility to help the homeless that are hard to serve.
- Lisa (1000723343405974835):Having Disability Program Navigators in each local area. Without them, numbers reduced.
- Nadine (1001327336226743303):partnership with DORS
- Heather (1001424534004698166):WIPA and M-Wn
- mary (1001333147957211777):Disability Navigators
- James(1000723343405973822):Co-enrollTicket to Work with WIA OJT services
- Heather (1001424534004698166):M-WIn
- Ryley (1001423134724492891):Job coaches
- Julia(1001424550546361660):Allowing services to be long-term, 3 years or more, to truly train, support and integrate people with disabilities into a commpetative workforce.
- Alyssa (1001423739961562002):Disability program navigator
- Sarah (1001423255703169289):Ticket to Work
- Sharyn (1001206954288570535):The most effective so far that I have done is Paid Work experience
- Gregory (1001029536836371126):Disability Resource Coordinators are vital!!!!!!
- Sharon (1001019430771402092):Skills training and job preparation thru partnerships with DORS
- Daniel (1001423040217690633):DEI; flexibility for waivers with the out of school % required in WIOA youth.Youth with disability need work experience while they are in high school
- Christine (1001423022522079679):Must for required to be colocated in the one stops, to not create a siloed approach but an open and inviting environment to all customers (not seperate), but inclusive
- Krista (1001423045243700350):Disability Navigators were extremely useful
- Susan (1001203830305610463):In the past, did not reveal learning disabilities.
- william (1001423815821635431):Workforce Solutions Groups and Disability Incentive Grants
- Joanna (1001423050480361875):Assisive technology, individualized approach, sharing in regard to common customers
- Katie (1001401449291419577):Partnership with Office of Vocational Rehabilitation
- James(1000723343405973822):Disability Navigators
- Arnold (1000927341302384546):meet with Workforce One staff.. educate them on disaiblity issues emphasize job readiness..understand their issues in terms of recruitment
- Sarah (1001423255703169289):Social Security Benefit Planning Training
- Julia(1001424550546361660):Disability Navigators
- Cherrell (1001423458419010185):ensuring that local VR participation in local WIA board meetings are a part of job performance expectation
- Jamea (1001423760644926639):Training Job coaches!!!!
- Christine(1000935155049084814):Enough funding so that DRS could be a true One Stop partner with DRS staff at the One Stop for collaboration and on-site referral.
- isidore (1001422827958254489):disability navigators
- Alyssa (1001423739961562002):Waivers through SSA to allow individuals to keep more earned income
- Monica (1001423850598304222):Long-term/as needed job coaching support

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- Michelle (1001423141380902769): Adding ticket to work
- Kathy (1001423737842895594) 2: Benefits counseling
- Justina (1001230442806719886): VR is an on-site partner and participates in information/orientation sessions as well as provides co-case management for enrolled participants.
- Barbara (1000723343405972962): Paid Work Experience
- Joanna (1001423050480361875): Sharing in regard to accommodation strategies
- Kerri (1001423133446243553): Cross training of WIA and WP staff in service customers with disabilities.
- Barbara (1001204446408560882): Disability Navigators
- Robyn (1001201761856401822): need funding for disability navigators
- Nadine (1001327336226743303): Paid summer work experiences
- David (1001010442572557265): Knowing our partners in each local area
- Armando (1001331630118182510): Partnership with VR and their Community Work Incentive Coordinators
- Daniel (1001423040217690633): integrated resource teams
- Larry (1001125955797225114): DEI
- Mary (1001423028290696042): DPN
- Geri (1001406553440259367): Disability Resource Coordinators in every Career Center
- Mary (1001423884098038224): State VR has representation on the WIB in each of the areas and collaborate with the local to provide appropriate services both to adults and transition age youth with disabilities.
- Mary Lynn (1001121732478265809): the service components of DEI include the best practices learned from DPN
- David (1001423149863799423): Ticket To Work and DEI
- Mason (1001412040965664679): SourceAmerica's "Pathways to Careers" pilot taking place in Utah needs to be looked at by ETA and ODEP. Model for reform under WIOA RE: serving individuals with disabilities.
- Mark (1001423350010611626): co-location of vocational rehab services within the One-Stop is needed
- Judith (1001423465035740040): Active reach-out to various NGOs such as MDA and National Cerebral Palsy Association.
- James (1000723343405973822): CWIC training for ACJ Staff
- Carol (1000723343405989802): co-location of voc rehab at the OneStops
- Don (1000723343405986890): Working closely with our local/state vocational rehabilitation agencies and staff to best serve customers
- rolando (1001208268587868418): Disability employment navigators in the field
- Arnold (1000927341302384546): discuss the use of job coaches with workforce one staff in meetings at the centers
- Rebecca (1001401665650977677): refer to voc rehab
- Jacqueline (1001424064652407799): Windmills trainings, partner with DOR/referrals to DOR, WIPA,
- Sharon (1000723343405970665): Strong partnership with VR services and close connection with front-line VR staff so there can be a targeted team approach to case management
- Scott (1001423954119614682): DEI grant in our area (NW Iowa) has assisted in bringing partners together to focus on disability-related issues.
- Kristina (1001326067930273862): Paid work experiences, and partnership with the VR and extensive employment training on both hard and soft skills

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- Heather (1001424534004698166):OJT guidelines condensed with CRP Services (just a suggestion)
- Angel (1001132550328863563):With the shrinking funds for services to people with disabilities that required more one on one time, how will the act address this?
- Mike (1001423936595119078):The Disability Navigator, a Voc Rehab presence at the One Stop
- Kathy(1001424039176710106):Having qualified personel providing the employment service. ie CRC
- Theresa (1000723343405978713):Diasbaility Navigaors can make a real difference
- Carrie (1001402354014035936):Allowing funds to be used through all programs
- Larry (1000723343405971057):Using WIA Youth Staff in the construction/writing of Individualized Education Plans (IEP) for youth with disabilities. This method allows WIA to be effectively used (e.g work experience programs, counseling, etc.) for youth with disabilities.
- Susie (1001423762038782197) 2:educating the community what employment integration looks like
- Kathleen(1001423743870265350):Individualized placements integrating the individuals needs along with the employers needs
- Jeff (1000723343405999143):Have not typically succeeded at integrating customers with disabilities into WIA.Only have one Local Area that is willing to serve customers with disabilities with WIA Training services.Culture change that has occurred started because of DPN and DEI and because state staff were dedicated to improving services to this population.
- Alyssa (1001423739961562002):Meaningful paid work experiences and pre-employment training
- Susan (1001203830305610463):Never ask for assistive technology
- Daniel (1001423040217690633):guideposts for suces for youth
- Lori (1001112334334868779):Paid summer work for youth
- Don (10011137444466235984):Assuring stong, effective working relationships at the local level between VR Agencies, One-Stops, School Districts, and Employers.
- Sharyn (1001206954288570535):Any kind of service to provide to help job seekers with disabilities to be able to get current work experience and have employers see their worth
- Terri(1000723343405993953):Integrated Resource Teams
- william (1001423815821635431):USBLN - Business Leaders Network activities
- Dan (1001106157156721692):Will the requirement for state voc rehab agencies to set aside 15% of funds for youth transition services result in a loss of funds to serve other (traditional clients?)
- Tim (1000935030671439204):VR-WIA co-enrollment
- Edna (1000723343406004949):Parterning with local Library facilities.User of specalized computer software and on-demand translation services,Parterning with Vocational Rehabilitation (VR) to assist in providing job seeker services
- Miranda (1000723343405984485):dedicated staff position (e,g, DRC or DPN) to help all AJC programs integrated and better serve job seekers with disabilities
- Mary (1001423884098038224):Continuing to strengthen this partnership will be key.
- Judy (1001423850502247460):Ticket to Work and real access to trained benefit counselors (WIPA)
- Martina (1001305154265617096):designating keycareer advisors in each AJC to work with this population...
- Heather (1001424534004698166):Job coach trainings
- Terry (1001423253901284501):Integrating sevcies with local State Disability Offices
- Diana (1001422755358635297):Paid work experience
- Eva (1001423955185348723):Job coaches, Integrated Resource teams, Benefits Counseling
- Susan (1001116548887550947):these have been effectively used with Youth programs to avoid

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income documentation problems. Youth with IEP's who were "family of 1" could be easily enrolled - even if the IEP disability were very minor.

- Shirley (1001110256080310367):Cross training staff on the different services available along with diversity training.Partnering with organizations which specialize in working with P
- Pat (1001019360232144026):accessible facilities and assistive technology - materials provided in alternative formats (i.e., Braille, etc.)
- James(1000723343405973822):IRT
- S.Davis:VR contracting with providers for job devlopment services and supports
- Susan B (1001020051660336237):Having reasonable accommodation in the application and intake processes as well as an inviting environment for people to self-identify
- Monica (1001423850598304222):VR partnering with CRPs
- Sarah (1001423255703169289):referrals to AJC after exit from Voc Rehab
- Eleanor (1000723343405976767):Integrated Resource Teams worked well under the DPN
- Jim (1001232043996960546):Having high school students with disabilities partner with local agencies for work experience has been a great transition tool.With all the emphasis on out-of-school youth, I feel we may lose that positive connection.
- Mary Lynn (1001121732478265809):AJCs need to have benefits planners and work incentive coordinators in house
- Tyler (1001310034860149333):Need to retain/regain disability navigators funding
- Daniel (1001423040217690633):transitional planning
- Jimmy (1001423237607172348):assistive technology
- Kerri (1001423133446243553):Co enrollment
- Terri(1000723343405993953):DRC or DPN
- Tressella (1001423141509148501):collaboration with support agencies, training assitance funding, youth services
- Julia(1001424550546361660):Individualized services and career exploration.
- Suzanne (1001231359408876228):Disability Program Navigators, Disability Resource Coordinators, Co location of VR and adequate work incentives benefits planning (WIPA)available in all of Iowa's work force offices. Secure funding for a DPN or DRC within the workforce system so it doesn't just go away
- Toby (1000927141589675791):DPNs, should be provided systemwide, not through grants
- Janet (1001423440368354299):Disability Resource Coordinators through DEI grants is a goof strategy
- Joanna (1001423050480361875):Common training sessions on partner roles and service delivery efforts
- Jim (1001331652691265277):Work experience opportunities
- Paul (1000922354657757729):using CRPs for placement and providing job coaches, as well as removing transportation barriers
- Pamela (1001022964364581872):making voc rehab more accessible
- Larry (1000723343405971057):Using Guideposts in the delivery of youth programs
- Marty (1001423955717100884):ong term job coaching support
- Janet (1001423440368354299):good strategy
- Arnold (1000927341302384546):meet with community porviders on a one ot onebasis and explain our program and talk about our resources
- Nina (1000723343405971073):Disability program navigators are needed
- Tom (1001424543810922862):Job Coaching- When it is funded appropriatley
- Don (1000723343405986890):Relocating centers to locations that have better, improved physical, access for customers with disabilities

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- David (1000723343406000234):Use of universal strategies - no disability "track"; need for disability to be integrated within all workforce staff requirements.
- Heather (1001424534004698166):community education programs
- Kathy (1000723343405990720):Discussion about performance standards and setting who will be served in WIA
- James(1000723343405973822):We need DPN's funded
- Susan (1001203830305610463):Dayton Ohio has discrimination at their One-Step.
- Sharon (1000723343405970665):For youth program - funding for supported work experiences that allow employers to "try out" a new, youth worker who will require additional training/mentorship and if the youth has disabilities - to showcase how dependable and productive they can be in the work environment
- Samuel(1001132648013698444):Job Search or Placement,Job Coaching, help with transportation, 1 year of follow up services
- Donna (1001334647497825038):Better partnerships
- Martina (1001305154265617096):we want all staff in the AJCto be able to work with all customers that have disabilities, not just key individuals.
- Tanea (1001423357405864083):Job coaching and work experience opportunity
- David (1001208945438583885):Advocacy for employees with Learning Disabilities
- Judith (1001423465035740040):Also some integration with VESID would allow both State and Federal governments to allocate funds effectively.
- Daniel (1001423040217690633):insure disabilities are taken into account for the performance measures regression model
- rolando (1001208268587868418):DPN focus on re-employment and not just DI benefits
- Kendra (1001423040056712874):Good working partnerships with the WIA providers and VR
- Laura (1000723343405978069):Providing funds to state workforce agencies to support disability and employment type initiatives (e.g., Disability Program Navigator and its predecessor Disability Employment Initiative) at the local workforce level through the dedicated staff positions, i.e., Navigator and Disability Resource Coordinators to help build the capacity of the public workforce system to provide more effective and meaningful employment opportunities to youth and adults with disabilities.
- Mark (1001423350010611626):DPN's should provide job placement services as opposed to job referral services.
- Mira (1000723343406003963):Bringing groups of our clients to AJCs and having staff there host our clients in a separate group to assist with the system registration process. AJC staff have come to our facility to introduce services to our consumers.
- Robyn (1001201761856401822):We liked the fact they were an advocate for the disabled allowing the case managers to do their job
- Lei (1001228260512956256):DEI grants are very helpful.
- James(1000723343405973822):Once the funding for DPN's ended so did the program
- Barbara (1000723343405972962):in-depth assessment focused on functional capacities
- Daniel (1001423040217690633):eliminate payer of last resort
- Monica (1001423850598304222):Need more funding available for Job Development/Discovery
- Pamela (1001423244572945877):State VR involvement with students who are exiting school prior to the senior year, also the DPN located in the One Stop's providing linkage and referral to necessary supports to enhance employment outcomes
- Arnold (1000927341302384546):NYC did away with DEI after navigator was dissolved.. we want that return
- Joanna (1001029150917217873):Ticket to Work, Benefits Advisement, SSA Work Incentives /

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Employment Supports, Asset Development / Financial Literacy, VR partnerships

- Susan (1001116548887550947): Provide guidance and requirements regarding minimum staff qualifications for navigators...so people who are educated and well trained can assist as experts
- Cherrell (1001423458419010185): Disability Navigators working closely with local VR office to generate referrals, braiding services and outreach efforts
- Brian (1001424536737554193): relevant training & meaningful employment coaching targeting to LMI & employer specified needs
- Sharon (1001019430771402092): Increasing collaboration with employers to generate more jobs for customers with disabilities.
- Marcel (1001423546065426555): VR taking the lead.
- John (1001423341652577661): Due to funding issues, Virginia has been limited to supporting individuals in the Most Severely Disabled category. The Job Coach model has been highly effective at placing individuals in to employment that, when combined with appropriate long term supports has produced excellent job retention rates
- Michelle (1001423141380902769): Having a disability program navigator is very helpful and necessary in theory. However, not all states require or have persons in this position that are qualified or knowledgeable in how to serve this population.
- Larry (1000723343405971057): Using agencies (e.g. PACER) who are especially noted for serving youth with disabilities for TA
- Jim (1001331652691265277): better understanding of accommodations for doing Career Ready for workforce credential
- Heather (1001424534004698166): Technology Trainings (blind/deaf)
- Michael (1001424057166138822): State and local transition councils
- Meredith (1001424543835544766): Disability Navigators had knowledge of disability resources and barriers to employment.
- John (1001231951880034944): disability navigators have been and can be a valuable tool if the focus is on business relationships. Perhaps a shared cost with VR so that they can provide more business outreach along with VR staff.
- Kathy (1000723343405990720): Disability service partners participating equally in infrastructure costs of AJC
- Laura (1000723343405978069): Providing national technical and training to the workforce system on addressing the needs of job seekers with disabilities.
- Jamea (1001423760644926639): simple clear understanding of incentives to hire disabilities
- Nakia (1001424380580739273): working with the public school systems to help with the laws and coaching (Special Education Coordinator), she helps train instructors on how to be flexible with their teaching for our disability students that come to our program Youth@Work Job Readiness Training.
- Diana (1001422755358635297): DPN/DRC - to ensure funding is available to hire staff to work one-on-one with customers and ensure those areas have plans for sustainability.
- Angel (1001132550328863563): Another issue will be the assessment tools, some tools do not align with the challenges that face our disability population
- Sarah (1001423255703169289): training for all center staff, not a single or few people to be the ones providing disability services
- Mary Lynn (1001121732478265809): DPN key features included 1) representing all of the AJC programs and services not just one this promoted more partnerships and working outside of silos, 2) knowledge to navigate a complex system and connections to community resources
- Justina (1001230442806719886): Career Centers are equipped--but more resources may be required. Guidelines for what portion or percentage change in the AJC (career centers) would be of benefit...accommodation and access levels are anticipated to increase.

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- DJ (1001222042066873637):A dedicated staff person (DRC/DPN) who works in tandem with the system (not a silo beside it) to coordinate resources to address resource gaps that hinder the customer from achieving the performance outcomes (i.e. living wage job)
- Edna (1000723343406004949):Availability of transportation options and public building access
- Armando (1001331630118182510):DPN created a workshop on navigating the system. Helpful for front line staff, community partners and job seekers with disabilities
- Anna Maria(1001424529752553593):ticket to work and DDD/ SC coordination
- Jaime (1001424479441576058):Additional educational opportunities available
- Susan (1001409350496115410):including stakeholder input in planning strategies
- Robyn (1001201761856401822):They actually worked for the disabled and were a true advocate.
- Cynthia (1001029170914368556):The key feature of DPN that helps so much is that it is tied to Wagner Peyser activities through funding.This means the effort is pre-enrollment in WIOA and gets the ball rolling right away.
- Norine (1001407929663046637):Employer access through the one-stops - ensuring that ALL people have access to the Business Services component of one-stops
- Sharyn (1001206954288570535):Funding through DEI has been helpful for assisting with removing barriers to employment such as help with transportation,interview clothing and uniforms there should also be some funding available for individuals to be able to get a make over so they can see that they can look so good when they clean up which gives more confidence.
- Lorilei (1000723343405975330):Comments - the Employment First concept will be a cultural change for the Workforce System; there will be challenges with the changes associated with social security being added as a partner through the Ticket-to-Work program; Micro-enterprise for persons with disabilities should be strongly considered
- Arnold (1000927341302384546):their is disability specialist at One Stop who i interact with.. we have done some disability etiquette training with several staff
- Joanna (1001423050480361875):Surveys around certification standards for program and physical accessibility
- Scott (1001423954119614682):DRC reaches across the various state agencies and provider network to help client navigate the employment services system.
- Jennifer (1001423850618762099):I haven't had real experience; however, our center is currently partnering to have a job & resource fair targeted to job seekers with disabilities, we're hoping this will be an annual event.our state has mandated that MCOs that administer our medicaid program to help move pwd towards employment; coupled with the new fed contract bidder's preference for 7% pwd workforce, we're looking for a great turnout.
- Michaela (1000919942433686119):Positive relationship with Voc Rehab. Working with job coaches and developers.Disability Navigators that we had in the past were excellent resources. These staff members met with customers who were disabled and worked with WIA staff to coordinate training and services needed for the customers to be successful with their training. DPNs also help with educating staff regarding disabilities.
- Geri (1001406553440259367):Ticket to Work Program, Integrated Resource Teams (IRT's), Asset Development strategies
- Don (1000723343405986890):Working with other organizations that serve youth to access additional services to assist youth with disabilities
- Kendra (1000926141399211708):Helps to have an expert to provide services and TA for staff.Those with disabilities open up more with our DRC, than with other staff and she has the expertise to serve them.
- Julia(1001424550546361660):The disability navigator was able to "refer" services to a disabilities specific organization, in collaboration with the one-stop, that focused on individualized services based on the person skills and interests. Services cannot be segregated, sheltered or making

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sub-minimum wage.

- Mike (1000908250579864988):Let Dept of Rehab take the lead
- Theresa (1000723343405978713):The Disability Navigator can sort out needs of customer making sure they go to best agency then doing follow-up to ensure they received the needed services.I see too much of people being handed off and not receiving what they need in a timely manner.
- Tyler (1001310034860149333):DNC's can help identify growth areas in area labor markets - particularly those that don't require 4 year degrees such as the trades, construction, etc...
- Laura (1001423844239531442):VR partnering with other agencies local and state-wide
- Cheryl (1001423754956471789):Is there funding for training providers to train employers on working with individuals with specific disabilities?
- Robyn (1001201761856401822):They were not tied to any one specific program but true advocates.
- Paul (1000922354657757729):DVR needs to become more committed to supported employment
- Lei (1001228260512956256):Intensive and on-going training for AJC and partner staff and employers.
- James(1000723343405973822):Agree Geri
- Mary (1001423884098038224):better use of specialized disability knowledge of State VR staff. IL works strongly in the schools with transition age youth with disabilities.
- David (1000723343406000234):Strengthen requirements for training providers and youth providers to serve individuals with more significant disabilities. This should be addressed in state and local plans.
- Jennifer (1001423850618762099):the fair will be co-hosted with our Workforce Center
- Barbara (1000723343405972962):employer engagement and "education" on the benefits of hiring a person with disabilities
- Heather (1001424534004698166):DOL liason to partner with CRPs
- Arnold (1000927341302384546):workforce staff willing to come to our office locaitons to do a recruitment soley of our consumers
- Tom (1001424543810922862):Agree with Paul
- Susan (1001203830305610463):After job placement, don't forget about us.
- DJ (1001222042066873637):Use of the Integrated Resource Team approach to coordinate resources and blend and braid services and program funds in supporting PWD in achieving their employment goals
- Larry (1000723343405971057):Using a DRC (Disability Resource Coordinator) as used in the DEI program.
- Miranda (1000723343405984485):The Disability Resource Coordinator (DRC)is a dedicated staff member housed within the AJCs whose job is to model and help integrate DEI strategies to better serve job seekers with disabilities into existing AJC programs.
- Ama (1001220152698468659):I don't hear anything
- Kathleen(1001423743870265350):Partnerships between agencies with individual's success as focus..
- Suzanne (1001231359408876228):DPN and DEI provide a person within the workforce system who is well aware of how all disability services can provide assistance that leads to greater employment outcomes. Especially helping to build the work incentive benefits planning services (WIPA) in order to help people reach their highest employment goals! Why even think about going to work if you don't know how it will affect the disability check that you are dependent on.
- Martina (1001305154265617096):The Disability Resource Coordinators have been key in bringing together other organizations and agencies to the table to work together on helping the disability population...hosting the Asset Development Fair has begun to be instrumental in

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bringing some new clients to the WorkOne referred by partners.

- Joanna (1001423050480361875):Team building and training efforts around building relationships
- Elizabeth (1001131145626542648):co-location of DARS services with American Jobs Centers
- Larry (1001125955797225114):DRC's that engage homeless population to inform of local panhandle law and provide additional / flexible resources to remove them from the dangers of living on the street.
- Diana (1001422755358635297):Just because DPNs program ended should not have meant that the programs ended.Areas need to have better sustainability plans.
- Mike (1001423936595119078):The Disability Navigator was the one person at the One Stop who believed that people with disabilities could work. The other staff just passed them along and out the door
- Jimmy (1001423237607172348):follow up after placement
- Charles (1001121765045654143):agree with Susan
- Martha Gabehart:Disability Program Navigators were great in Kansas. The Workforce Incentive Grants were effective in Kansas also.
- rolando (1001208268587868418):Physical disability staff presence in One-Stops
- Kathy (1000723343405979355):Training staff who deliver frontline services; Partnerships with local resources; Centers that are friendly to all job seekers
- Don (1001113744466235984):One-Stop frontline staff need extensive training on how to serve individuals with significant disabilities. Disability Navigators, alone, will never get the job done if the goal is to truly assure One-Stop services are responsive to individuals with all types of disabilities.
- Samantha (1001423051369364142):Have DPN funding be part of the WIOA funding
- Cherrell (1001423458419010185):Participation in the Employment 1st Initiative by both VR and DOL
- Cheryl (1001423754956471789):Employers need to be better educated on specific disabilities.
- Barbara (1000723343405972962):follow up after employment
- Sharyn (1001206954288570535):DRC to be available for staff so they can answer questions as the SME for all things disability and be the Single Point of Contact in the area for Staff, employers, and job seekers with disabilities.
- Melodie (1001424165582321710):the navigators provide an opportunity for people with disabilities to have easy access but it prevents all of the one-stop staff from learning how to work with people w/ dx
- Jeff (1000723343405999143):DPN/DRC as mandated by competitive funding placed experts in each Local Area to support workforce center staff in their service delivery to individuals with disabilities.This presence provided resources, confidence and "normalcy" to staff as they served these customers.Also, having performance separate from WIA allowed the programs to "prove" the likelihood of the success of this population.
- Pat (1001019360232144026):Partnered with AbleSC to identify opportunities for improvement
- Susan (1001409350496115410):Disability Navigators who have a disability can be particularly effective
- Mary Lynn (1001121732478265809):AJCs or state workforce systems who are Employment Networks under Ticket to Work program need and rely on expert TA -for the first 3 years of operation -- this is evident with DEI project
- John (1001423341652577661):Project SEARCH, while being a fairly costly service, has been extraordinarily successful at transitioning students from school to work...
- Julia(1001424550546361660):A true collaboration needs to be outlined with VR and DODD.
- Monica (1001423850598304222):Focusing on the needs of the individual -- letting that drive the process

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- Susan (1001116548887550947):Susan...YES....once placed..often participants are considered "done".
- Jennifer (1001423850618762099):our DRC has hosted a discovery group gtraining in our area, we're partnering soon to start a group
- Gay (1001423257342471868):importance of educationg employers
- Suzanne (1001231359408876228):Access for folks with more significant disabilities
- Toby (1000927141589675791):DPNs should support the system in doing well with jobseekers with disabilities whhat is does for other job seekers. They should not be a segregated service provider, or tyr to change the types of services provided,
- Arnold (1000927341302384546):had consortium meeting at One Stop Center where I broke down barreirs which agenceis percieved
- Barbara (1001204446408560882):Co-locating with VR
- Sharon (1001408733195498852):job coaches
- Kathy (1001423737842895594) 2:Partner organizations that are trained to provide supported employment
- Don (1000723343405986890):The disability navigators were a big help with training and learning when they were in place
- Connie (1001424544050841547):youth providers who specialize in serving youth with disabilities
- Armando (1001331630118182510):DPN or DRC available to offer technical assistance to one-stop staff
- Geri (1001406553440259367):Partnering with local Independent Living Centers (ILC's)
- Pat (1001019360232144026):SC Assistive Technology reviewers provided feedback on website accessibility
- Greta (1001420841058603747):The programs and concepts were great.For individuals with Dyslexic/ADHD there was a missing link between the workforce individuals and the individual who needed these programs .
- Julia(1001424550546361660):Meaning, for actual service delivery not on a state level. Thus, how will DODD, VR and Amercian Job Centers actually work on a ground level.
- Miranda (1000723343405984485):Hiring DRCs or DPNs and paying them a competitive wage for the high-level systems change work would be a huge support
- Judith (1001423465035740040):Folks with disabilities are being channelled into low-paying jobs.
- Daniel (1001424536021185152):Technology and effective communication devices to properly assert consumers to the work environment
- Pamela (1001102129360171284):Suggestion: Provide funding to update the webcourse, At Your Service: Welcoming Customers with Disabilities (www.wiawebcourse.org). The course has been taken by over 20,000 individuals since it was implemented in 1999.It has helped many people with better understanding specific disabilities.
- Michael (1001423734003229119):With ID/DD, it has come down to effective networking and specific champions
- Martina (1001305154265617096):having Benefits Counselors in the AJC would be beneficial if we could have one in each office.
- Barbara (1000723343405972962):DPNs a required part of providers' team
- Marcia (1001423242872480572):VR colocation at local TANF offices
- Cherrell (1001423458419010185):Developing strong partnerships with businessess such as Walgreens
- Sharyn (1001206954288570535):Would also like to be able to partner with IDD agencies
- Mary Lynn (1001121732478265809):mandated partners need to accept the role of being a partner and participate not just attending a meeting for the sake of showing up

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- Tanea (1001423357405864083):More outreach to organizations that supports individuals with disabilities
- Mary-Alane (1000723343405976781):Let's face it. This all comes down to money. Having a staff member focused on coordinating services with with other agencies works well. Providing staff training on interventions that work for people with different disabilities would be helpful. But really, the issue is resources-money. Our adult funding stream is so low, that I am concerned the only adults that may get services will be disabled
- Arnold (1000927341302384546):encourage consumers to take advantage of workshops at One Stop
- Bill (1001133632400255888):employers, swa, and partner agencies meeting to develop strategies to outreach to targeted customers
- Michelle (1001423141380902769):washington state has added vocational counselors within the worker compensation arena to six worksource/AJC centers statewide. These vracs' are certified and qualified

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Open Chat 3: What regulations or supports would assist your workforce system to be more welcoming to job seekers with disabilities?

- Stephen (1001228339774785048): Specific funding
- DJ (1001222042066873637): required local budget set aside for accommodations (i.e. ASL interpreter)
- Carol (1000723343405989802): updated and accessible computer equipment
- Lee (1000723343405971356): We would benefit from some staff training, preferably delivered by a local partner, on serving individuals with disabilities. We could also use more funding, especially to help us to replace aging equipment and software used to provide accommodations.
- Alyssa (1001423739961562002): Assistive technology
- Kay (1001423357139492872): Training for all members of the Career Centers
- Emilio (1001028667815746488): Local flexibility
- Barbara (1000723343405972962): a DPN should be a required team member in each AJC
- Alyssa (1001423739961562002): staff training
- Nadine (1001327336226743303): More user friendly computer programs
- David (1001010442572557265): Training, training, training.. The AJC staff needs to be comfortable helping PWD
- Gail (1000723343405987681): specific funding for a Disability Navigator
- David (1001423149863799423): Incentives for employers to hire customers with disabilities
- Jaime (1001424479441576058): Better training
- Judith (1001423465035740040): Fix the mics so we can hear you easily!!
- Mickayla (1001113749594319685): More emphasis from the fed/state on the employer side of things.
- Julie (1001423872059619412): funding for local CRPs
- Rebecca (1001401665650977677): More employers willing to give people with cognitive issues a chance
- Min (1001423745148743693): language access support
- Heather (1001424534004698166): businesses held to hiring IWD.
- Emilio (1001028667815746488): Direct funding
- Larry (1000723343405971057): Appropriate PR/notifications
- John (1001423341652577661): Counterintuitive as it may seem to many who are well intended and advocating for people with disabilities to be paid no less than the minimum wage, reducing and possibly eliminating use of the subminimum wage will be a big mistake. At a time when we should be incentivizing employers to hire people with the most significant disabilities, we're tampering with the the most significant incentive that's been utilized to employ this segment of the population over the decades. What business of any kind, especially a small business, can afford to pay full (100%) wages and benefits to a person who is only capable of producing at 30%, 40-%, 50%? Reducing and possibly eliminating use of the subminimum wage will have exactly the opposite effect that it's intended to achieve...
- Shirley (1001110256080310367): Specifics on accessibility requirements and funding to meet the requirements.
- Tyler (1001310034860149333): apprenticeship opportunities
- Alyssa (1001423739961562002): partnering agencies onsite
- Cynthia (1001029170914368556): In states which have established training expenditure minimums, mandate use of disability expenditures as leveraged training costs, no limit.
- Susan (1001423334268417490): committed budgets
- JoAnna (1001009055554098183): hire people with disabilities

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- Brandon (1001423351429759740):priority of service
- Davetta (1001423950594543173) 2:Budgetting set aside for specific services to accommodate those with disabilities
- Michael (1001423826993386256):Resource room staffed with people trained to work with those with a disability
- Amie (1001423850382352574):funding
- mary (1001333147957211777):computer training and easier programs
- Kristina (1001012336928649081):Training for staff working with people with disabilities....e.g. disability disclosure, job accomodations
- Gregory (1001423752863751611):Clearer explanation of the roles of partnering agencies
- Sharlene (1001122230713278425):training and funding
- Jane (1000723343405970507):reasonable performance levels
- Justina (1001230442806719886):More staff training; partnered resources on-site, additional resources and assessments
- Mary (1001424141540595097):staff training and certifications
- Mark (1001423350010611626):funding that requires a specific percentage t obe spent on a participant.
- Donna (1001334647497825038):RSA needs to be more involved with this at the local level.
- Dann (1001423443765807602):funding or grants to ensure facility is in compliance
- Kendra (1000926141399211708):Updated assistive technology and training on using it.
- Alicia (1001423044035205297):collaboration with local employers, community rehabilitation program. one stops, and VR agencies
- Sharon (1000723343405970665):Funds and/or other resources to provide ongoing professional development and training for WFC staff to know how best to work with individuals who have disabilities.
- Mya (1001424035636003264):funding for supports needed
- Janet (1000924670427389885):Staff training and additional funding
- Brian (1001402940804245647):Identifying resource coordination (as defined under the DEI and DPN initiatives as a deliverable service under WIOA
- Cherrell (1001423458419010185):the systems need to define successful work outcomes in the same manner
- Tanea (1001423357405864083):Better staff training
- Suzanne (1001231359408876228):Having more offices across Iowa. People with disabilities and older Iowans often don't have the income or the means to drive over an hour to get to a center
- Michelle (1001423141380902769):Ensuring that those working with people with disabilities are truly qualified, certified to deal with career services and disabilities.
- Martina (1001305154265617096):making a requirement to answer the disability question on a customers first visit to the AJC
- Pat (1001019360232144026):targeted finanacial supports for currently unfunded mandates
- Ruth(1001423448554780489):Funding, collaboration with stakeholders and job training
- Don (1000723343405986890):Local workforce partner staff need more training in this area, not much emphasis has been placed on this in recent years
- Norine (1001407929663046637):VR counselors co-locating at the one-stop centers is effective.
- Michaela (1000919942433686119):funds and staff to work specifically with assistive technology and people with disabilities
- Brandon (1001423351429759740):training and funding
- Shirley (1001110256080310367):Funding for a DPN would be wonderful
- Sharon (1001408733195498852):additional specific funding

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- Nidia (1000917649890431502):Extra and seperate funding for disability accomodations
- Gail (1000723343405987681):Training for staff
- Gay (1001423257342471868):One-stops have moved toward self-service more and more which can be intimidating
- Susie (1001423239976236362):Flexibility to provide services online
- Jamea (1001423760644926639):communication and the ability to talk with someone
- Barbara (1000723343405972962):in-depth assessments that understand functional capacities
- rolando (1001208268587868418):Mandating co-location of rehab staff in the One-Stops
- Tanya(1001423234520969791):Having on-site disability coordinators will assist persons with disabilities in navigating through the enrollment process without waiting
- Kathleen(1001423743870265350):additional funding for significant needs, accessible computers
- LaTanya (1001424547616400360):funding, technology, training
- Eva (1001423955185348723):Training and TA
- Emilio(1001028667815746488):Specific definitions
- Andrea(1001407151627297027):specific funding and more funding fior individuals....also we do alot of job preparation/coaching/training
- Mary Lynn (1001121732478265809):Having the support of a TA center to help with the administrative duties of an Employment Network ---- this service needs to be conducted by qualty experienced individuals who know the workforce system and know the Ticket program.
- Joanna (1001423050480361875):Addressing the challenges of merit versus nonmerit staffing in regulations; funding for assistive technology to support infrastructure
- Susan (1001116548887550947):Provide coordinated funding for supportive equipment and servicesthat is available past placement....find and coordinate other federal \$ so this can all be packaged to support the participant. No more SILO funding....without coordination.
- Pamela (1001022964364581872):more staff and better training
- Theresa (1000723343405978713):Weekly wage goal expectations.Not all disabled people are able to work full time, but they are willing to work part time.
- Donny (1000919733373493442):Funding groups that focus on the population should be encourage to locate in one stop centers
- Debbie (1000723343405969955):trainingfor staff
- Marilyn (1001423960078769361):Specific training, and funding
- Cheryl (1001423754956471789):Training on working with individuals with disabilities.However, we would need to make sure that there is funding to support the training.
- Larry (1000723343406002981):Funding for integrated intake processes - so don't have to jump back and forth between agency's databases.
- Mary (1001423884098038224):Better colocation of the state VR systemwithin the workforce development system. When you know the players the alignment for individuals is more seamless
- Susan B (1001020051660336237):Specific links with Disabilities legislation and organization (EEOC) and Workforce System
- Cherrell (1001423458419010185):Technical assistance from RSA
- Melodie (1001424165582321710):a better understanding of behavioral health issues including those with co-occurring mh & su disorders
- Miranda (1000723343405984485):Expansion of Workforce EN services and partnering agreements with VR and other partners
- Tom (1001424543810922862):Flexability to utilize funding based on the individual's choice
- Kathy (1000723343405990720):Flexibility in which program is providing which service in an integrated, collaborative plan.Flexibility in performance standards.Shared accountability will help.
- Jimmy (1001423237607172348):job club would help job seekers to become more employable

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- Monica (1001423850598304222):Funding availability.We have some members that seem to fall between the cracks because they don't fit into any funding stream.
- David (1000723343406000234):State and local plans should clearly specify overall staff development strategies, and include within them specifics regarding having the necessary capacity to serve customers with disabilities.
- Mickayla (1001113749594319685):job coaches for job seekers with more intensive needs than the Workforce Centers can handle
- Terry (1001423253901284501):Coordinated outreach (marketing).
- Mya (1001424035636003264):training for employer
- Sharyn (1001206954288570535):staff would need more training in these areas or a DRC who can provide information on the regulations and supports, also need training on how Med waivers work so we can get funding from that as well to help customers who get ssa benefits.
- Susan (1001423334268417490):budgets which permit hiring staff with the capacity to perform as highly qualified
- Terri(1000723343405993953):Performance measures:Include people with disabilities as part of the performance measures.Provide stronger language on requiring AJCs to have a designated person that has expertise in serving customers with disabilities (to assist AJC staff in serving PWD) and providing employers with information on hiring PWDs--should be part of DOL monitoring.
- Jennifer (1001423850618762099):shoulder to shoulder training; pwd often need one on one training
- Maritere (1001423354947628734):Architectural design of service delivery structures must be appropriate for the audiences served.
- Mary Lynn (1001121732478265809):Having a designated staff person, such as DPN.
- Cheryl (1001222241997503803):Need guidance on specific training suggestions
- Sharon (1000723343405970665):Continued state level coordination and outreach to employers to encourage hiring of disabled individuals
- Robin (1001411343884136195):There was an ODEP funding for Navigators - they worked well on most accounts but the funding was discontinued and left for local agencies to pick up - the local agencies did not and the Navigators were lost
- Mary (1001423028290696042):Training to all staff In American Job Center on how to better serve those with disabilities including use of technology, sensitivity, ADA
- Alyssa (1001423739961562002):Benefits planner
- Armando (1001331630118182510):Continued Grant funding such as DEI to maintain a Disability expert in the Job Center
- Dann (1001423443765807602):Funding to hire sign language instructors for hearing impaired
- Vilissa (1001424058257177553):A better database or list of employers who will hire those with disabilities, reviews of such employers, & the training for potential employees so that they can do their job effectively.
- Michael (1001423734003229119):the funding commitment needs to match the expectations; we can't be expected to provide "A" outcomes with "F" funding
- Toby (1000927141589675791):Clear outcome measures so everyone understands that serving jobseekers with disabilities is part of their core responsibilities
- Larry (1000723343405971057):Use of appropriate agencies who deal with individuals with disabilities on an on-going basis
- Monica (1001423850598304222):Training/ Support for staff
- Marc (1001424053321752069):Staff training
- Jimmy (1001423237607172348):learning how to dress, hygiene, etc...

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- Martina (1001305154265617096):Sensitivity training and etiquette for all AJC staff (state and non state)
- Bill (1001133632400255888):Training seesions for customers, agencies, and employers
- Connie (1001424544050841547):performance measures flexibility for customers with disabilities
- Pat (1001019360232144026):Federal level MOUs
- Lisa (1000723343405974835):Understanding of partner resources and how each can leverage the other to better serve the individual. Performance measures that don't deter one-stops from serving individuals with disabilities.
- James(1000723343405973822):Specific funding for DPN and guidance on how they will be use. Right now the DRC is a collateral duty at best
- Michelle (1001423141380902769):workshops geared toward those with disabilities
- Justina (1001230442806719886):Guidance on entered employment wage limitations; job first approaches and models that work; SSI guidance on wages
- Jim (1001232043996960546):Transportation in rural areas for those who with disabilities who are unable to drive due to a disability
- Jeff (1000723343405999143):Allowing performance to be based on part-time wages would open up the possibility of any person who only needs/wants/can work a part-time job to be a "successful" WIOA participant.
- Meredith (1001424543835544766):Training for job center staff to ensure they have an understandingo of disability, barriers to employment.They also need to be aware of individuals with hidden disabilities.In addition, how to connect individuals with disabilities to employers needs to be addressed.
- Riva (1001424528569385661):funding/training
- Emilio(1001028667815746488):Funding flexibility
- Larry (1001125955797225114):Provide permanent funding for DRC that engages the disabled population that can also dedicate working with partner agencies.
- Alexa (1001423453296040926):funding, increased community awareness
- Jacqueline (1001424064652407799):specific funding, programs for people with traiditonally "non funded" disabilities
- Tressella (1001423141509148501):transportation monies, more one-on-one career counseling for customers, meetings with all partners for cohesive work relationships
- Cherrell (1001423458419010185):A comprehensive plan of implementation
- Kendra (1001423040056712874):More VR counselors
- Mike (1000908250579864988): more training on workingwith disabilities and promotion to employers to hire people with disabilities
- David (1000919832083688852):Back in the 80's, Public Employment Program (PEP) actually had short-term jobs within the government that offered opportunities to enter the workforce. These jobs were designed to be stepping stones into a permanent position, and not just limited to government. This worked well!
- Mary-Alane (1000723343405976781):Assistive technolgy is very important, and not just once. Upgrades to that technology should also be regularly available.
- Sonita (1001423347881166302):assistive technology, wib composition and advocacy, integrated data systems
- Brian (1001424536737554193):specific funding for population and metrics to measure success on a realistic level.
- Mary Lynn (1001121732478265809):having expert in house who is certified work incentive planner.
- Heather (1001424534004698166):Consistent trainings for job seekers such as CEUs for social

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workers. At least for supporting staff.

- Joanna (1001423050480361875): Allowances for hiring more people with disabilities to work in career centers
- Gregory (1001029536836371126): Training, Training, Training and More Training
- Christine (1000935155049084814): Funding for co-locating with VR, and training for ALL One-Stop staff on meeting the needs of those with disabilities. Not only for co-locating, but for funding wages of enough staff to be able to meet additional needs of those with disabilities.
- phyllis brunson: ongoing staff training
- rolando (1001208268587868418): Flexibility in applying funding for staff training
- Nakia (1001424380580739273): Funding, Having training, and support aids just for the disability students in the program. Having someone teach about the acts and regulations to the staff
- Angel (1001132550328863563): One of the challenges is that customers can self select not to inform you regarding a disability and then the customer does not do well at the training and you are unsure why. How do we get the customers to actually provided work related challenges so we can help them more effectively.
- Jennifer (1001423850618762099): community partnerships building, sustaining working together
- Don (1000723343405986890): VR needs to be an active partner in the workforce system and this has to come from our state level leadership
- Marcel (1001423546065426555) 2: Emphasis on the need for benefits planning
- Heather (1001408358197553850): Employee training on how to work more effectively with individuals with disabilities, employer incentives to hire those individuals, specific funding for staff to assist this process.
- Daniel (1001424536021185152): in my very short time in this field I have learned that business relationships with area companies are more beneficial for consumers rather than purely thier abilities. Proper staff training and support.. Funding etc.
- DJ (1001222042066873637): Requiring local areas to have a dedicated staff person to focus on access and system's change
- Tanya (1001423234520969791): Having readily available materials that they can understand and use.
- Stan (1001407753531158473): Staff training
- Kathy (1000723343405979355): Flexibility and funding to create an inclusive atmosphere that does not single out individuals
- Dann (1001423443765807602): training on what needs/doesn't need to be done on regulations (not always clear)
- Susan (1001423363867789453): Staff training on different types of disabilities. Having a dedicated staff person that case manages the participants with disabilities. More funding to implent work experience or OJT's for the disabled to gain hands on experience and so employers will be motivated to employ. More funding to purchase equipment necessary to serve the customers.
- Dan (1001106157156721692): Robust technical equipment (computers & software) enablement aides, and thorough training for assistance staff.
- Kerri (1001423133446243553): Support with providing state of the art assistive technology and effective training of staff in the use of these technologies. State of the Art being defined as the type of technology the customer may already be comfortable using in other settings.
- Paul (1000922354657757729): CRPs are GREAT supports
- Scott (1001423954119614682): For persons who cannot read or write, provide an "aide" to read and/or write for them. Standardized computer systems do not allow equal access to these persons currently.
- Suzanne (1001231359408876228): consolidate all employment programs within one state department. probably can't mandate what a state does but that might help with coordination.

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- Larry (1000723343405971057):Greater guidance about coordination between VR and WIOA.
- Cheryl (1000723343405994590):create an environment where people feel safe disclosing their disability
- Sharon (1000723343405970665):closer coordination with VR and regular outstation of VR staff in WFC or on an as needed basis
- Kathy (1001423737842895594) 2:Marketing to people with disabilities to let them know they are welcome and services are available to them
- Monica (1001423850598304222):Education for community employers
- Sonita (1001423347881166302):performance measures that connect to pwd
- Brandon (1001423351429759740):Quarterly staff training
- Tanea (1001423357405864083):Employability skills training class for individuals with disabilities.
- Lacey (1001329153864521837):Partnering with VR Staff, they have the ability to provide job coaches
- Barbara (1000723343405972962):emphasis on employer engagement
- Julia(1001424550546361660):I think it is beyond training. You can train someone in 10 or 15 hours to "work" with someone with a disability but this is only the tip of the iceberg. Thus, the system needs to be open to truly support "expert" organizations to assist them. Staff also have to want to serve people with a disability. In a person with a disabilities life, the largest hinderance is their service provide
- Donny (1000919733373493442):Additional staff support is need f along with a fubnding stream
- Nidia (1000917649890431502):Flexibility on timelines to provide accomodations.It's difficult to find resources in rural area.
- Joanna (1001029150917217873):assistive tech funding for career cents
- Mary Beth (1000723343405996609):Updated equipment, welcoming signage and trained staff.
- Rebecca (1001026040099704918):Requirement to work in partnership with VR (if dual eligible) and one application for both systems (or at least to explore joint services)
- Edna (1000723343406004949):HAving funding for physical items like special work stations and computer equipment or other related items.Expansion of staff training to include more information on serving the disabilities ppopulation
- Anna Maria(1001424529752553593):communication and collaboration with DVR
- Samuel(1001132648013698444):Clear incentive with minimum information required for the employer looking to work with youth
- Daniel (1001423040217690633):funding for accessiblility - physical and technology
- Sharon (1001408733195498852):training on disabilities and understanding types and how to identify
- Joanna (1001423050480361875):Technical assistance for reasonable accommodations is needed
- Dann (1001423443765807602):Incentives for employers to hire disabled
- Connie (1001424544050841547):employer engagement is a crucial support in order for customers with disabilities to be successful.
- Sharyn (1001206954288570535):Job coaches have been super helpful, it wouldbe good to have something written in the regs to have funding for job coaches.
- Julia(1001424550546361660):You say you want detail but it cuts you off
- Maritere (1001423354947628734):Create incentives to collaborate with partners in the private sector that specialize in the development of assistive technology.
- Monica (1001423850598304222):Assistive Technology
- David (1000723343406000234):State and local plans must clearly state how training providers and youth providers will welcome and accommodate individuals with significant disabilities.

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- Tammy (1001423141051567373):performance measure exclusions
- Susan (1001423363867789453):realisted outcome performance measures.
- Lori (1001112334334868779):Knowledgeable personnel at the One Stop centers - with the ability to give a list of training providers that are able to provide in demand training in today's technology to those with disabilities.
- Min (1001423745148743693):Parent education and involvement
- Martina (1001305154265617096):VR Staff and AJC staff working hand in hand
- Christine(1000935155049084814):Professional guidance/accessibility specialist for design ofAJC's.
- Susie (1001423762038782197) 2:Giving thm a clearer concept of what employment means to them RE: SS benefits, working their payable quarters, then having their support changed rapidly.
- Mary (1001423884098038224):Use the strengths of each system to strengthen the whole.
- Robin (1001411343884136195):Training for the staff and testing on how to ask about accommodations and provide them. STaff need annual training, updates, maintain programs and work with people with disabilities to know what resources are available. Connect better with VR. Use the Job Accommodation Network.
- David(1001423149863799423):better regulations to ensure providers have appropriate accommodations
- Carrie (1001402354014035936):Lower performance measures
- Gay (1001423257342471868):Funding forDisabilities Specialists inOne-Stop offices located in rural areas
- Jamea (1001423760644926639):incentives for community partners to step up and work with agencies
- Mary (1001424141540595097):tarining on thinking outside the box
- Debra (1001423254186038715): resource area staffthat are trained working with customers with disabilities
- Barbara (1000723343405972962):systems that can assist, track and follow up clients after employment
- Michelle (1001423141380902769):Better partnerships with VR and worker compensation VR systems as well as other agencies/programs that serve this population
- Arnold (1000927341302384546):knowledge that inidv with disaiblites are skilled qualified workers as well.. desentization issues
- James(1000723343405973822):Some AJc's don't know it's required to provide ASL services when needed
- Frances (1000723343405993618):Agree with Sharon
- Daniel (1001423040217690633):funding for ticket to workworkshops
- logan (1001423733206239148):pre employment incentives, funding for an intern progrqam, and staff to be on site.
- Rebecca (1001026040099704918):Some leeway on performance measures
- isidore (1001422827958254489):It looks like all the questions focus on the job seeker side oflabor exchange. But aside from the few "champion" businesses that have taken on leadership in hiring PwD the business community has not been enthusiastic. And with the increase in the minimum wage (a GOOD THING) and the closing of sheltered workshops I have deep concerns about how we build demand on the business customer side of the house. We need resources for business engagement specicalists that focus on disabled job seekers.
- Jaime (1001424479441576058):Not just staff training... training for owners, managers, etc
- Heather (1001408358197553850):Better access to reasonable accommodations
- Gregory (1001423752863751611):Clear defining of agency roles, responsibilities and offerings,

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- as well as the eligibility criteria for participation in programming.
- Sharyn (1001206954288570535): More incentives for employers to hire people with disabilities would be good as well.
 - Judith (1001423465035740040): A clearer definition of reasonable accommodation is needed.
 - Robin (1001411343884136195): This is not something that can be taught once and it is ended.
 - Monica (1001423850598304222): Funding to support the use/purchase of assistive technology
 - Jennifer (1001423850618762099): better connections with VR and the rest of the community
 - rolando (1001208268587868418): AJC staff presence in the VR office
 - Larry (1000723343405971057): Use of individuals with disabilities in a "receptionist" position.
 - Michael (1001423734003229119): Integrate Employment First and WIOA so that these concepts are on the same track.
 - Melodie (1001424165582321710): the ability to use ITA to purchase job coaching
 - Joanna (1001423050480361875): Funding to support programmatic and physical accessibility is needed
 - Gail (1000723343405987681): adjusted performance measures
 - Laura (1000723343405978069): Performance outcome measures that "include" supporting/providing services to job seekers with disabilities. The current WIA intensive and training services requirements cause AJCs not to choose to serve this target population making the assumption that they cannot meet these outcomes. Initiatives like DPN and DEI, along with the national training and technical assistance associated with these initiatives is showing through WIA performance outcomes that not only do job seekers with disabilities meet eligibility requirements they also are able to meet performance outcomes .
 - Sharlene (1001122230713278425): RSC presence at the ALCs
 - Heather (1001424534004698166): partnering with vendors to ensure staff development; hence, could lead to hiring IWD. For example, sign language up trainings.
 - Charles (1001121765045654143): FUNDING
 - James (1000723343405973822): Funding for Ticket to Work
 - Lacey (1001329153864521837): Regular WIA Staff cannot provide job coaches, which many people with disabilities need
 - Sarah (1001423255703169289): enough funds for a full time disability staff person
 - Maritere (1001423354947628734): Hiring and training internally must encourage increasing communication with these clients.
 - Donny (1000919733373493442): Any grants that are funded should make certain that One Stops are a partner with funding attached.
 - Ryley (1001423134724492891): Benefits counseling
 - Don (1000723343405986890): All staff need some basic level of understanding regarding service delivery for customers with disabilities
 - Suzy (1001210439986274379): Empathy
 - Arnold (1000927341302384546): benefits counseling!!!!!!!!!!!!!!!
 - Robin (1001411343884136195): The environment needs to be friendly to persons with disabilities. The first thing is to assure that the building is accessible.
 - Tressella (1001423141509148501): job center speakers coming to HS's to explain youth services, rather than counting on instructors
 - Arnold (1000927341302384546): yes
 - Mary Lynn (1001121732478265809): including disability etiquette included as part of AJC new employee orientation and then followed by training / information devoted to best customer services to job seekers with disabilities.
 - Jamea (1001423760644926639): collaboration between agencies

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- Ruth(1001423448554780489):creating a program that puts into consideration the unique needs of refugees with disabilities who have no work experience and English language proficiency
- Carrie (1001402354014035936):A lot of community involvement and the need to give back
- Paul (1000922354657757729):Seeking out the disabled almost sounds like reverse discrimination
- John (1001231951880034944):More PR or branding to PWD that a workforce center is there for them as much as anyone else.
- Scott (1001423954119614682):Improved facility layout -- offices, bathrooms, meeting rooms, conference rooms for people with mobility impairments.
- Monica (1001423850598304222):benefits counseling
- Susan (1001116548887550947):Perhaps set a subset performance goal for each common measure....of the Placement Measure...X % must be Disabled, VEteran, whatever the Fed Prioritize. If you don't prioritize the LWIAs can just serve the easiest to place...and still be within the legal compliance
- Charles (1001121765045654143):collabrate
- James(1000723343405973822):CWIC3
- Shirley (1001110256080310367):Staff training on accommodations and how to find additional options
- Donny (1000919733373493442):Training for all staff is needed.
- Justina (1001230442806719886):Job training resources and supportive services needed for training programs
- Sharon (1001408733195498852):clearly define disability and how it relates to WIOA
- Tom (1001424543810922862):Ability to work with and be funded to work with community employers to change their culture about individuals with IDD
- Norine (1001407929663046637):A culture of change to implement the Employment First initiative.Collaborating with Medicaid so that states adopt rules that help individual to have coordinated services (eliminate conflicting rules, such as funding say this source needs to go before that source then the person just waits and waits until an agency decides).
- Barbara (1001204446408560882):Hiring people with disabilities
- Nakia (1001424380580739273):agree with judith on the clear accommdation
- Laura (1001423844239531442):more availability for braided funding and consistency at local VR and Career centers -
- David(1001423149863799423):better access to building locations
- Don (10011137444466235984):Require funding to be aimed at serving people with disabilities; write regs that encourage self-disclosure of disability so customers with disabilities are recognized within the system. Fears about self-disclosure need to be overcome.
- Donivan(1001423831181088793):.
- Kathy (1001423737842895594) 2:Employer engagement, as previously said, not just showing up at meetings
- Rebecca (1001026040099704918):Ability of AJC to contract with other agencies
- Tanea (1001423357405864083):Definitely need the funds to do so
- Jim (1001331652691265277):Allow VR to do group services without having to worry about who might be applicant or eligiable.We need to be able to use these tools better engage youth that don't acknowledgte disability.to help youth understand the importance of understanding how to succeed
- Suzanne (1001231359408876228):Either that or strong legislation that mandates co location and shared money for partners like having a % required. MOU end up as a nice agreement that usually means nothing down the road when all those involved in it have left employ

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- David (1000723343406000234):Overall system measurement in terms of serving customers with disabilities, particularly in Wagner-Peyser is almost non-existent. Needs to be improved.
- Jacqueline (1001424064652407799):employer training workshops on how to work with people with disabilities
- Jennifer (1001423850618762099):one on one job readiness assistance, longer sessions to accommodate
- Esther (1001423342443630469):Provide an separate TANF participation requirements for individuals with disabilities so state do not get disadvantaged by helping those individuals who traditionally need more time to complete their path to self
- Sarah (1001423255703169289):training for businesses
- Cherrell (1001423458419010185):shorter than 90 days for successful closure for VR; go back to 60 days
- Kathy (1001423842564773134):A broader range of employers and positions, and corresponding job training or job coaching to support people with disabilities in accessing those jobs and being successful
- Julie (1001423872059619412):transportation in rural areas
- Brian (1001424536737554193):unified service delivery - partnerships across lines - banding together of community resources
- Barbara (1000913152943836118):A chat room like this that is open 8 hours per day!
- Susan (1001021545341963068):Frontline training with programs/people with a successful history in serving to employment.Manager/program support beyond lip service.
- Vicki (1001310944381385490):Longer time lines for training

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Open Chat 4: What suggestions or concerns do you have about the establishment of such committees?

- Diana (1001422755358635297):Use your local BLNs
- Mira (1000723343406003963):Should have representation of job seekers with disabilities and training providers.
- Daniel (1001423040217690633):fund disability resource coordinator activities and FTE's
- Meredith (1001424543835544766):There needs to be a VR representation as well as individuals with disabilities on these committees
- Justina (1001230442806719886):Funding hardships to increase the number of work stations to provide and meet increased accessibility to services and activities
- Susan (1001116548887550947):"may " establish is not a mandate...leaves the door wide opened to "not" establish
- isidore (1001422827958254489):what's a BLN?
- Barbara (1000723343405972962):Have the majority of participants be employers
- Carol (1000723343405989802):individuals with disabilities should be a mandated part of the committees
- Arnold (1000927341302384546):employers need to know that accomodaitons are inexpensive
- Terri(1000723343405993953):Should be required, not optional.
- Joanna (1001423050480361875):Include individuals with expertise on the committees
- Julia(1001424550546361660):Needs to be advocacy, grassroots based with a combo or people with disabilities and providers
- Heather (1001408358197553850):ENd user representation on those committees.
- Dann (1001423443765807602):Committees may make decisions that can not be inacted due to funding constraints
- Amie (1001423850382352574) 2:always invite and meanginfully include individuals with disabilities on these boards
- David (1001010442572557265):We need to ensure that individuals from the community who hav a disability are included in the committees
- David (1000723343406000234):Comittess must consist of a cross-section of disability constituencies - i.e., one person or one type of disability does not represent all people with disabilities.
- Michael (1001423734003229119):Ensure ID/DD advocate and CRP representatives are included with equal representation to general disabilities
- Barbara (1001204446408560882):Should have representation of job seekers with disabilities and training providers.
- Norine (1001407929663046637):Committees and the outcomes need to be connected to decision-makers.
- Kendra (1000926141399211708):Concern would be ensuring we get the right people on the committee.
- Diana (1001422755358635297):Business Leadership Network
- Susan (1001423363867789453):Committees should include staff who actually work with the participants/disabled.
- Kendra (1001423040056712874):BLN = Business Leadership Network
- Alyssa (1001423739961562002):Making sure the purpose and requirments of each member is clear
- Monica (1001423850598304222):Committee member's awareness of obstacles in finding employmentfor individuals in our rural area

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- Min (1001423745148743693):Involving minority
- Terri(1000723343405993953):Staff training should be required.
- James(1000723343405973822):WIB's should have com dedicated to just serving persons w/ disabilities
- Melodie (1001424165582321710):ensure that all disability groups are represented.
- Paul (1000922354657757729):People with disabilities need to be included
- Emilio(1001028667815746488):Funding
- David (1000723343406000234):Include state mental health and intellectual disability representatives.
- Michelle (1001423141380902769):Job seekers/persons with disabilities should be included in this board
- Cherrell (1001423458419010185):The committees should incorporate the State Rehabilitation Councils as a key component
- Carol (1000723343405989802):VR should be mandated member
- Greg (1000723343406007588):What if local board decides not to have a standing committee?
- Kathleen(1001423743870265350):Remembering that "one size" does NOT fit all!!!
- isidore (1001422827958254489):thanks for BLN clarification
- Robert (1000905458980630163):Should partner with nonprofits that are already in the disability busines
- Tressella (1001423141509148501):include VR counselors on committees along with mgmt.
- Mary Lynn (1001121732478265809):the role and work of the committee needs to be intergrated into action plans and not just on paper
- Robyn (1001201761856401822):Making committes mandatory will fail just like the mandatory youth councils mostly failed.
- Susie (1001423239976236362):Keep local flexibility--do not require the committee, each local WIB can determine the best structure for its labor market.
- Heather (1001424534004698166):support staff (preferrably managers) for IWD receiving waiver services on committees
- Meredith (1001424543835544766):Cross disability representation
- Jane (1000723343405970507):should be part of overall OneStop oversight committee
- Rebecca (1001026040099704918):Needs to include people with disabilities and advocates
- Nadine (1001327336226743303):there should be at least one person that is disabled on committee
- Mira (1000723343406003963):Board needs to be fully informed of resources and funding available beyond the AJC
- Monica (1001423850598304222):A need to have people from every aspect of service provision involved with the committee.
- Michael (1001423734003229119):Treat CRPs as partners in this process, not just license holders
- DJ (1001222042066873637):There need to be staff who are program staff familiar with access barriers on the committees so that they can help address programmatic barriers
- Emilio(1001028667815746488):Actual felxibility for local boards
- Judith (1001423465035740040):only one disabled member.
- Lee (1000723343405971356):It would be best to leave it up to local boards to make decisions on establishing such committees. That said, if we do choose to establish a standing committee geared to individuals with disabilities, we would certainly appreciate any technical assistance that might be available.
- Joanna (1001423050480361875):Utilize customer satisfaction and input to drive service delivery changes..

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- Cheryl (1000723343405994590):Need to be intergrated. No needto create more silos.The entire board need to be interested in addressing disability issues.
- isidore (1001422827958254489):should be required of Workforce Boards with consumer representation
- Christine(1000935155049084814):Committee members should have specialized knowledge of workforce development issues and disability issues.
- Jimmy (1001423237607172348):One Size deosnt Fit All
- Davetta (1001423950594543173) 2:There should be representation of those who train those with disabilities on the committees to provide input
- Barbara (1001204446408560882):People with disabilities must be included
- Carrie (1001402354014035936):Staffing the committees and having the follow through from volunteers
- Gail (1000723343405987681):committees should be advisory in nature and membership flexible according to the local WIBs demographics and needs
- Suzanne (1001231359408876228):Have an individuals with disabilities as well as older workers as a required member of the regional and as part of the standing membership. and not as a token but as a real qualified member of the RWIB
- Shirley (1001110256080310367):Could this be part of another committees responsibilities such as the youth council, etc. would help to have specific requirements and expectations for such a committee.
- Jeff (1000723343405999143):Local Board establishment of standing committees regarding this population will be most helpful if they include individuals with disabilities as committee members; if their function is separated from VR and other typical disabilities service providers (too easy to say "THEY work with those folks, we don't need to"); provide strong guidance stating Local Boards WILL rather than MAY establish these committees.
- Alyssa (1001423739961562002):make sure the businesses sit on the committee
- Susan (1001423363867789453):Keep in mind local area (rural areas) that don't have alot of employers are very many large employers
- Scott (1000723343405990888):Require CareerCenter managers to chair those committees.This denies non-awareness of the issue.
- James(1000723343405973822):DPN should lead the comm.
- Robin (1001411343884136195):How will the STate Rehabilitation Councils that are already created and work with state Vocational Rehabilitation agencies be incorporated into the committees?
- Mary (1001423028290696042):Please include front line staff
- mary (1001333147957211777):Represenetation from a person with a disability
- Julie (1001423872059619412):VR representatives as well as Employment First, CRPsand employers need to be at the table
- Heather (1001424534004698166):Partnering with non-profits has greatly benefited our CRP assessment process
- Mary Lynn (1001121732478265809):the committee needs representation of key leadership so changes can be implemented
- Kathy (1000723343405990720):Clear purpose of the committee in developing, implementing, and measureing outcomes.Not a "process" group.Possible ad hoc, work teams to get work done
- Norine (1001407929663046637):State and Federal decision-makers (legislative staff, agency staff) need to be represented on local committees in some form or fashion.
- Julia(1001424550546361660):committee must not be just for show but have clear expectations and outline of tasks. Low expectations for people with disabilities is a chronic issue

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- Amie (1001423850382352574) 2:absolutely have representation of people with intellectual/developmental disabilities -
- Lori (1001112334334868779):Committees should have representatives from the training providers
- Sharyn (1001206954288570535):I have issues with the way that it is worded,"May Establish" which means boards will or will not provide acommittee.
- Jacqueline (1001424064652407799):should be made up ofservice providers, caretakers, persons with disabilities, and businesses/employers, and maybe local level politicians
- Larry (1000723343405971057):These committees would possibly not consider the whole picture of job delivery.
- Arnold (1000927341302384546):that state vr can be
- Don (1000723343405986890):Would these be workforce board level committees or workforce systems committees?
- Sue (1000723343405988137):Both jobseekers with disabilities and employers must be included.
- Debra (1001423254186038715):havingrepresentative from local independent living centers
- Brian (1001424536737554193):is it specific to the area where workers are supposed to implement?is it realistic to mandate or would it be better to respond to actual (surveyed?) needs of each specific community?
- Angel (1001132550328863563):The committee appointment criteria.This committee could be a place where only providers of services end up on.This committee should have employers and employer networks to make it useful.
- Rebecca (1001026040099704918):Include VR and other agencies supporting individuals with disabilities (CPRs, school, etc.)
- Suzy (1001210439986274379):Include Walgreens managers on this
- Larry (1000723343406002981):What authority will they have -- is it policy oriented or hands-on activities - any guidelines on structure, staffing, etc.?
- Marcel (1001423546065426555) 2:Committees are great, but will funding be available to provide the necessary accommodations to the centers/offices to make all accessible.
- Judy (1001423850502247460):Include addressing the development of a real collaboration between workforce centers, VR, Ticket to Work agencies and other providers ofemployment services for those with disabilities
- Melodie (1001424165582321710):need to address stigma and discrimination issues particularly on performance requirements
- Donivan(1001423831181088793):What happens "if NOT" compliant?
- Vicki (1001310944381385490):Yes agree that training is needed, but who provides?
- Ruth(1001423448554780489):The committee needs to understand the unique needs of all the individuals with diasibilities. Training in cultural competency for committee members might be helpful
- Mike (1001423936595119078):Committees and meetings keep me from doing my job
- Martina (1001305154265617096):There should be VR and AJC represented on those committees...they are the boots in the field
- Kathy (1000723343405979355):Needs to remain optional.
- Waleska (1001423732114919685):business, leadership and representation people with disability
- Marcia (1001423242872480572):Agree with Paul; consumers with disabilities should be included
- Kathleen(1001423743870265350):people with disabilities must be included
- Susan (1001423453924216577):WIOA puts a lot of emphasis on youth transition and making AJCs "accessible". Whatever boards are established need toaccessingjob skills training resources in an integrated environment

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- Jane (1000723343405970507):encourage integration within the centers
- David(1001423149863799423):diversity of members
- Lisa (1000723343405974835):Business leadership and customer involvement on committees.
- Annette (1001423932209485463):Include individuals with intellectual disabilities.
- Alicia (1001423044035205297):VR and local employers/blns
- Janet (1001423440368354299):clear vision & training - funding, communication, diversity
- Arnold (1000927341302384546):accomodations are inexpensivcve
- Marc (1001424053321752069):Representatives across all disability types
- Bill (1001133632400255888):staff should have training that involves hands on with resources along with role play on handling different scenarios with customers
- Gregory (1001423752863751611):Representation from varied disciplines, as well as strong consumer opinion solicitation
- Barbara (1000723343405972962):Dont make the regulations so time consuming and onerous that the client is forgotten - make serving the clients needs and work the top priority
- Paul (1000922354657757729):CRPs with longstanding presences in communities, especially rural, should be included
- Michael (1001423826993386256):Utilize local (i.e. DD Board) resources to make up advisory group.
- Cynthia (1001029170914368556):Membership in standing committees should be weighted toward public sector members of the board.Private sector members are usually clueless about the whole subject.
- Carol (1001424550774247484):Centers for Independent Living
- Brian (1001424536737554193):agree with Kathy - to remain an OPTION
- charlie:Every committee incurs cost - taken from direct services.
- Nimia (1001423153707158133):Invite employers .
- Laura (1000723343405978069):DRCs and Navigators through the DEI and DPN initiatives, respectively, have organized local interagency committees/local disability action committees that are comprised of WIA staff and partners, community based organizations (generic and disability) that can serve as models of the types of representatives and activities that can take place.
- Miranda (1000723343405984485):These committee should have measurable goals to increase access and outcomes for individuals with disabilities and not just meet for the sake of meeting.
- Joanna (1001423050480361875):Training and technical assistance for employers to place
- Theresa (1000723343405978713):Making sure committee members are people who will champion the needs of people with disabilities
- Susan (1001116548887550947):acknowledge the range of disabilities as a continuum....perhaps score and weight the performance outcome...so if a local works with major disabiliites they get a bigger performance tally?
- Susie (1001423762038782197) 2:committee is comromised of local agencies, advocates, employers, and individuals with and without impairments
- James(1000723343405973822):Business leaders on the comm.
- rolando (1001208268587868418):How do you identify funds specifically for that population?
- Don (1001113744466235984):Unless a committee has a clear purpose and function, it will likely be a waste of time. Make it very clear whaat the committee is going to "do."
- Monica (1001423850598304222):Committees need to follow through on issues/topics
- Larry (1001125955797225114):We need better employer/industry buy-in that can provide the jobs that the diversified disabled/homeless population can perform with multi-level expectations. Possibly provide more home-style services integrated with the work experience.
- Armando (1001331630118182510):a major concern is the turnover in staff.

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- Jennifer (1001423850618762099):incoroprate pwd in the committees at each level; vr, bln, CILs, local ENs, plus VAs and other community organizations should be invited and encouraged to attend, diversity, gender, types of disabilities rewired
- Meredith (1001424543835544766):ILCs need to also be included
- Ryley (1001423134724492891):employers and those who have a strong committment to employment first
- Tressella (1001423141509148501):include DPW on committees to explain possible benefits they have to offer
- David (1000723343406000234):Ensure committees are more than window dressing. Should monitor performance of system in serving people with disabilities, oversee 188 compliance, annual access certification, annual strategic plan in improving performance of system in serving customers with disabilities, etc.
- Maritere (1001423354947628734):We must concentrate greater efforts in developing transportation technologies, thus committees must reflect that expertise.
- Tanea (1001423357405864083):Training, individuals with disabilities should be on board to have in, partnership and communication
- Arnold (1000927341302384546):that for 503 regs we can ac
- Cherrell (1001423458419010185):strong employer involvement along with post secondary education
- Mary Lynn (1001121732478265809):membership should include disability SME at AJC and also employer rep, policy maker, individuals with a disability
- Debbie (1000921577836468960):Employers that have successfully hired and integrated individuals with disabilities into their workforce
- Larry (1000723343405971057):The committee MUST have private sector participation.
- Heather (1001424534004698166):COmmunity involvement to improve awareness and support of our job seekers
- Marc (1001424053321752069):Include employers
- Gail (1000723343405987681):business is important
- Alicia (1001423044035205297):representatives from local school/education agencies
- Diana (1001422755358635297):committee should be made up oif businesses if our goal is employing individuals with disabilities
- Eva (1001423955185348723):employer involvement
- Marty (1001423955717100884):Make sure that their is a cross section of committee members such as business people, local non profit providers and voc rehab
- Tanya(1001423234520969791):Committees are fine just as long as it is well represented from various sectors such as doctors, rehabilitation division, social workers, etc.
- Marcel (1001423546065426555) 2:Committees should include individuals with disabilities
- Lei (1001228260512956256):WIB employers as BLN employers
- Amie (1001423850382352574) 2:include members of the University Centers for Excellenct in Developmental Disabilities (UCEDDs) - specifically those who conduct research in employment
- James(1000723343405973822):IRT Model
- Gregory (1001029536836371126):The centers should be responsible for their committees andhave persons with disabilities always included to insure a fully inclusive infrastructure
- Mike (1000908250579864988):NOt enough staff need funds to have people available that can work specifically with individuals with disabilities.
- Heather (1001424534004698166):getting in the school system prior to junior year and exit IEPs
- Armando (1001331630118182510):Implementation of the integrated resource team an excellent strategy

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- Daniel (1001423040217690633):covering the administrative costs for creating and staffing another committee is a concern
- karen (1001424463767983187):making sure that people with severe disabilities still have sheltered workshops available if working in the public sector is not possible even with training
- Sharlene (1001122230713278425):Would the committee be a subcommittee of the WIB? If so, relevant WIB members and other relevant community members should be represented...similar to how Youth Council are structured under Wla
- Cheryl (1001423754956471789):We do have individuals with disabilities who are included in the committees, but I would love to see more involvement.Perhaps, it is something where provider agencies who work with individuals with disabilities can be mandated to participate on the committees and participate with a person they are servicing.
- Lori (1001112334334868779):local businesses that will be hiring should also be on the committees
- Alexa (1001423453296040926):system to publicly announce businesses that violate the laws regarding hiring
- Mary Lynn (1001121732478265809):school or educational agency should be represented on committee
- LaTanya (1001424547616400360):cross section of members from the community including business
- Monica (1001423850598304222):Should establish Outcomes that are expected.Need to be reasonable , specific to each region
- Kathy (1001423737842895594) 2:Assure that the interests of youth with disabilities are represented
- Connie (1001424544050841547):Include board members who actually employ individuals with disabilities
- Michelle (1001423141380902769):better marketing strategies
- Julia(1001424550546361660):I don't like the comment about just using DD boards. Too limiting as they only serve those with Developmental Disabilities and they already have a strong "lobby" where as other disabilities are not looked at as favorably.
- Jim (1001331652691265277):Youth representation or rep for youth.How do we engage youth with disabilities in an adult environment
- Tim (1000935030671439204):special committee a good idea; concern: that we have many populations who need better service. Do we start committees for women, people of color, etc etc etc?
- Barbara (1000723343405972962):Private sector members are "clueless" because they haven't been engaged or educated about the benefits
- Susan (1001116548887550947):Employer involvement needs to be more than letters of support and agreement to interview...
- Toby (1000927141589675791):Care should be taken to ensure that such committees are not dominated by service providers with a narrow view of disability and disability employment
- Edna (1000723343406004949):YET ANOTHER COMMITTEE?Workforce Development Boards already are mandated to insure the is diversity and equity in providing services to those with disabilities.not sure what else this would accomplish except put more administrative time into another committee and out of services to individuals
- Mary Beth (1000723343405996609):Have many non-profits in our community already providing these services, how to encourage them all to be part of a new committee and not duplicate their boards, services and goals.
- Chris (1000927972553947872):A process for individuals with disabilities to report employers not accommodating them or targeting them.

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- Robert (1000905458980630163):DVA should have input
- Arnold (1000927341302384546):participate in training discussions regarding strategies to include persons who need accommodations
- Jaime (1001424479441576058):should have people representing different types of disabilities, local community agencies, basically, not all professionals
- Renee (1001423060231880545):Do we really need yet another committee coming between provider and client?
- Kathy (1001423842564773134):Committees would be great. Direct partnerships with supported employment providers would also be advantageous to support people in participating in services
- Nakia (1001424380580739273):agree with alicia representatives from local school/education system
- Mary (1001424141540595097):business education
- Racquel (1000920838502434777) 2:Starting with businesses and then working backwards would be most appropriate
- Mary Lynn (1001121732478265809):WIB member should serve on committee
- Paul (1000922354657757729):Don't abandon CRPs: they still work
- Robin (1001411343884136195):What is the purpose of the committee? How does it relate to the higher level WIOA Boards? This needs to be detailed so that it can be evaluated.
- Scott (1001423954119614682):Should aim for broad representation across as wide of disability groups/types as possible.Physical, medical, intellectual, and mental health disabilities to name a few.
- Nancy (1001423758881851902):I have concerns that businesses will not be represented on the committee which will impact effective integrative of IWD into the workplace.
- Miranda (1000723343405984485):Cross-representation, as has been mentioned. Also - individuals on this committee have opportunities for mentoring and youth with disabilities should be invited to participate and take an active role!
- Lei (1001228260512956256):Besides input to State, WIBs can implement recommendations if State funds are limited
- Monica (1001423850598304222):Need to represent all populations of members with disabilities.
- Susan (1001203830305610463):That the committees really understand the limitation of certain disabilities, like the time factor to complete the task.
- James(1000723343405973822):Agree w/ Robert
- Greg (1000723343406007588):Why not require that all Board Committees are required to be focused on 188 and respond to those who happen to have disability?
- Geri (1001406553440259367):Include representation from the front-line Career Center staff
- John (1001423341652577661):My biggest concern would be coordination with other authorities within the same jurisdiction to ensure proper, adequate and efficient use of resources. Speaking from Virginia, I'm concerned about implementation of WIOA at the same time that the Commonwealth is implementing its settlement agreement with the DOJ and instituting all of the changes to the Medicaid HCBS, including an Employment First Initiative. Much of this is being passed down to local authorities. Virginia's history in this area (i.e., expenditures on people with the most significant disabilities) does not instill great confidence in their ability to implement all of the above. The most serious concern is that there will be winners and losers and that the losers will be the ones who don't fit in to one or more of the aforementioned categories of services.
- Nancy (1001423758881851902):HR representative should be part of the committee
- Suzan (1001423751929272496):private sector participation, higher education and secondary education partnerships/ collaboration, rehabilitation services with similar outcomes for co-enrollment purposes
- Heather (1001424534004698166):I would like more detail regarding WIB's involvement in

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comparison to WIA.

- Tom (1001424543810922862):committees should have a member or as many as possible from all areas, disabilities, service providers, state, and most importantly community employers
- Justina (1001230442806719886):Other agency representation and community based organizations that can provide support and services; partnerships that have been established may not be able to provide the same level of services with many other service agencies in need of the competing local resources.
- Julia(1001424550546361660):I do like the idea of making sure that businesses are represented as well as HR
- Jennifer (1001423850618762099):school districts, and transitional youth groups be in the mix.keep on track for core service provisions, yet foster individual diversity based on accommodations
- David (1001423741989076596):assure diversity of workgroup... ppl w/disabilities; youth; ethnic and economic backgrounds; business enterprises
- Joanna (1001423050480361875):Needs to be providers of rehabilitation services in the community involved.
- Amie (1001423850382352574) 2:assure that the committees have goals and objectives
- Stephen (1001228339774785048):What are CRPs
- Larry (1000723343405971057):Concerning accessibility, the committees must contain architects,interior designers as appropriate.
- Norine (1001407929663046637):The majority of members on a committee should be people with disabilities.there should be considerations for accommodations to ensure that their voice is heard.The representation should be a broad - people experiencing disabilities represented. - including people with intellectual/developmental disabilities.
- Susan (1001116548887550947):"committee" work takes the public sector out of the discussion as often committees operator in closed settings.
- Greg (1000723343406007588):All programs are to serve people with disabilities---not just DVR.
- Robyn (1001201761856401822):make sure the purpose and role of this committee is very specific and not left for interpretation
- Jim (1001232043996960546):Include input from local Disability Advisory Groups at board meetings.Allow their voices to be heard.
- Gregory (1001423752863751611):Consumer representation and input should be at the top of the list or priorities.
- Suzanne (1001231359408876228):Community Rehab providers like Goodwill
- Pat (1001019360232144026):Should include VR, AJC frontline staff, EO Professionals, Advocacy Groups, Disabilities & Special Needs Boards, Mental Health experts, Disabled Veterans groups, etc.
- Armando (1001331630118182510):the benefit of a disability expert is to bring together the network to participate should a committee be formed
- Mary Lynn (1001121732478265809):WIB board members need to receive orientation to Section 188
- Donivan(1001423831181088793):What happens when staff training for providing support fails?
- Miranda (1000723343405984485):How is this committee connected to the LWIB? SWIB?
- Paul (1000922354657757729):CRPs are what used to be called sheltered workshops
- Kerri (1001423133446243553):Include frontline AJC staff
- Michael (1001423734003229119):We have about 10 CRP agencies in Chicago that work together under a Coleman Foundation grant to approach our regional ID/DD employment together.This sort of collaboration should be encouraged and funded at the federal level, rather than having to solicit foundations.such regional CRP boards can also be encouraged to convene

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with local BBBs and federal hiring authorities

- Barbara (1000723343405972962):Put "customers' on the committees - - i.e.employers
- Tressella (1001423141509148501):educate all committee members on other agencies goals/contributions...what they actually do for customers
- Susan (1001116548887550947):if you want "sunshine" and public access committees need to be required to meet publicly too
- Cherrell (1001423458419010185):other human services field representation such as TANF, SNAP should be included
- Michelle (1001423141380902769):Jennifer, I like the idea of school districts being involved. I'd like to see them held accountable as well in providing services they are supposed to provide.
- Lori (1001112334334868779):YB's Job Corps and Goodwills are also good to have on the committees
- Maritere (1001423354947628734):More must be done for people with various degrees of visualimpairment.
- Scott (1001423954119614682):State gov't agencies ought to be rpresented, as should providers of disability services.
- David (1000723343406000234):Strongly recommend these committees working on improving measurement of system in meeting needs of customers with disabilities.
- Greta (1001420841058603747):there is a need to have individuals with intimate knowledge ofthe barriers faced by individuals with the disability to offer input as to what works.
- Julia(1001424550546361660):WIB boards also need a thorough education on what it really takes, dollar wise, to successfully serve people with disabilities.
- Donivan(1001423831181088793):Who are the participants of the standing committees
- Daniel (1001424536021185152):that such a committee would determine clear objectives and goals for people with disabilities. Not just work with them for a designated amount of time and then move on. Really establish a plan for each consumer
- Mary-Alane (1000723343405976781):Generally, business members will not be real interested in this topic. I think they will be afraid of it.. Businesses serve on WIBs to make sure they have the workforce they want. I am not sure they will see their purpose on this type of committee.
- Mickayla (1001113749594319685):What will the purpose of a board comprised of community service providing agencies if the overall goal is employment?Seems like we might be in greater need of employers at the table, rather than those who are already working to help PWD get employed.
- Lei (1001228260512956256):Realistic expectations of what can be accomplished for committees
- Sharyn (1001206954288570535):Committees would be good so they can establish a single point of contact in the local workforce areas to respond to businesses, community resource providers, job seekers, and staff.
- Jim (1001331652691265277):AJCNs kind of take for granted their clients have work historys...a lot of time SSI and youth have no work experience, soft skills...need to address these areas
- rolando (1001208268587868418):Community VR resources like Goodwill and Disabled Veterans organizations.
- Jennifer (1001423850618762099):I agree school boards, need to be an active partner
- Eva (1001423955185348723):schools
- Joanna (1001423050480361875):Need local policies and procedures that support team-based approach to case management.
- Amie (1001423850382352574) 2:committees allow groups of experts to consenstrate on a single issue or group and therefore i think they are good
- Lacey (1001329153864521837):I agree with Michelle

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- Larry (1000723343405971057):Include Chambers of Commerce
- Robin (1001411343884136195):Bear in mind that people are already providing substantial amounts of time to be on boards. This is yet another board that can take people's volunteer time. Make it count - it needs a purpose and objectives or goals. Whether the board decisions or recommendations have a bearing on the larger WIOA Boards will probably spell the success or failure of these additional committees.
- Cherrell (1001423458419010185):Certified Rehabilitation Counselors on each committee/council
- Melodie (1001424165582321710):CRPs are community rehabilitation programs ie vendors of vocational rehabilitation
- Donivan(1001423831181088793):What are the measurable results expected from the committees?
- Norine (1001407929663046637):Employers should have a strong presence, although I'm not sure if a 'committee' structure is the right way to go about their involvement.Perhaps more like a problem solving mission that corporate entities can link themselves to, but have different ways of providing input that the traditional agency/committee/rule writing structure.
- Lori (1001112334334868779):local schools and CC's should also be represented
- Tom (1001424543810922862):agree with larry
- David(1001423149863799423):include job developers for individuals with disabilities
- Ryley (1001423134724492891):There is a strong commitment to ensure that sheltered workshops (CRPs) are not the future for youth with disabilities -- starting with a presumption of competence in the school districts.
- Miranda (1000723343405984485):Establish the baseline and identify specific/strategic benchmarks (and associated activities) for these committees!
- Don (1000723343405986890):Committees need to advocate for better training in the areas of serving individuals with disabilities and have clear expectations regarding service delivery with respect to serving ind with disabilities
- Thelma:I agree with greta.Make certain that the barriers are understood.
- John (1001231951880034944):Businesses should be represented on these.also, there must be a clear focus or these will just become simply committees that meet. Lastly, if I understand correctly, community providers can now be on workforceboards. If this is the case then I think VR local offices should have say so in which ones would be allowed . This would seem to be a good responsibility of VR since they have the contracts with the providers and are also a core program through WIOA.
- rolando (1001208268587868418):How does the strategy of this group tie into what might be a sector based committee in the local board?
- Susan B (1001020051660336237):Have a regular partnership - this seems to work for us in other areas. It includes employers, workforce development and academic reps germane to our business.
- Jennifer (1001423850618762099):employers that need the workforce of pwd for fedcontracts
- Kathy (1001423737842895594) 2:Specific goals for committees
- Anna Maria(1001424529752553593):sheltered workshops
- Armando (1001331630118182510):CT has several Community of Practice Committees, BAC's and an active APSE not to mention local committees.
- Susan (1001203830305610463):Members of rehabilitation services should also help place people.
- Michael (1001423734003229119):Federal agencies are supposed to be mandated as model disability employers.This model should include the successful inclusion of people with ID/DD, direct through federal employment and not via CRPs
- Susan (1001423453924216577):represent all disabilities not just youth and DD.Job skills training

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is critical and people on boards should represent filling that need other than looking to VR all the time to do it. Equal access is critical.

- Maritere (1001423354947628734): I agree with Thema and Greta
- Amie (1001423850382352574) 2: they need to be multidisciplinary - include employment and schools
- Pamela (1001423244572945877): CRP's stands for Community Rehab. Programs and are not just sheltered employment. They can include any employment support for individuals of any disability placed in the community as well.
- Norine (1001407929663046637): Is there any way to get Medicaid agencies and SSA involved?
- Amie (1001423850382352574) 2: and the business community
- Connie (1001424544050841547): Training is need for WIB members on all aspects and only those who strongly advocate should be on the committee.
- Stan (1001407753531158473): Define the mission of the committee
- Mike (1001423936595119078): Not all CRPs have sheltered workshops. We could include those CRPS w/o workshops
- Suzanne (1001231359408876228): Provide services that include all levels of learning, age and are only based on barriers. So if you need soft skills training, it should matter if you are a person with a disability, older lowan, felon, youth, TANF, or a pumpkin...as partners we can all share in the training piece and include the participants of each program.
- Laura (1001423844239531442): Employment should be a discussion throughout open case with VR and/or other agencies. Don't assume someone cannot perform a job or reach a goal.
- Stan (1001407753531158473): Agree with Tom agreeing with Larry
- Tanea (1001423357405864083): Diversity
- Julia (1001424550546361660): More dollars for job try-outs.
- Miranda (1000723343405984485): Look to DEI's WIA Access Maturity Model and Workforce EN Maturity Scale for ideas for this committee to move on
- Sharlene (1001122230713278425): Members of the committee should be experts who can offer suggestions as to how to incorporate services for those with disabilities and also frontline to share what their experience is so that the committee can offer solutions
- William (1001423815821635431): DEI and Workforce Solutions Groups have been helpful and focused.
- Pat (1001019360232144026): Business participation - possible through Chambers of Commerce
- Sarah (1001423255703169289): second Norine's question
- Ryley (1001423134724492891): We need to be cautious with having over representation from facility-based programs who want to keep the status quo
- Suzanne (1001231359408876228): Makes me crazy when VR can't include other partners in their training...not a real partnership then.
- Larry (1001125955797225114): Include the local churches because they have a large exposure to the disabled population and they provide volunteer services that go unnoticed.
- Gay (1001423257342471868): Use CBT for staff and employer training. Structure so there are not too many committee and overlapping ideas and focus
- Jamea (1001423760644926639): I would like to see the school district hire qualified trained transition specialist verses just needing a teaching degree to be a transition specialist. The teachers are not trained to provide services!
- Maritere (1001423354947628734): Consider all languages and ethnic backgrounds in developing technology.
- Amie (1001423850382352574) 2: assure committee members are familiar with best practice and evidence based protocols

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- Kathy (1001423737842895594) 2: Agree SSA needs to be involved to effectively move PWD on SSI/DI towards substantial employment
- Justina (1001230442806719886): Creative employer engagement strategies needed for promoting employment for disabled; including youth
- Mary Lynn (1001121732478265809): what is the accountability of these committees? will there be document results of their findings and advise and then in return action taken at the local level to assure the findings are being considered and implemented?
- Emilio (1001028667815746488): More funding for the local areas
- Kathy (1000723343405990720): Careful - no Committee of 100 reps can be functional
- Heather (1001424534004698166): We have transitioned from Sheltered workshops and went solely to CR.....we have been successful in developing 3-4 positions on-site for individuals who were more difficult placements (earning min. wage)
- Amie (1001423850382352574) 2: keep them small
- Maritere (1001423354947628734): Agree with Kathy
- Terri (1001423239595026771): Why not use existing youth councils to have a subcommittee to plan and direct services to youth with disabilities?
- Tressella (1001423141509148501): educated committee about job carving and other non-traditional work possibilities
- Julia (1001424550546361660): Provide the right supports for people who don't have SA's.
- Don (1000723343405986890): Best practices need to be shared and replicated, no need to reinvent the wheel
- Rebecca (1001026040099704918): Include folks supporting self-employment (Small Business Development Centers, etc.)
- Suzan (1001423751929272496): funding for more committees if required
- Donivan (1001423831181088793): Are physical access to the services, programs, and activities going to be list based? Like ID/IDD Waivers?
- Susan (1001203830305610463): Let people with disabilities be given a real chance to conquer writing, reading, and Math.
- William (1001423815821635431): Teaming up with the local university (Hawaii) Disability Studies Center has been VERY helpful
- David (1001423741989076596): Echo Kathy's point!
- Tanea (1001423357405864083): How long will the committee sit on board before a new set is chosen or will it be unlimited?
- Isidore (1001422827958254489): agree with Terri
- Miranda (1000723343405984485): DEI Benchmarks and Outcome Indicators Tools!
- Jim (1001331652691265277): Job Center staff have a basic understanding of work incentives
- Nancy (1001423758881851902): My concern is that the committees will not reach enough employers in the community and professionals working with IWD will not have a solid understanding regarding the needs of businesses.
- Melinda (1001423265181274501): The IL's should have a role in the committees.
- Susan (1001116548887550947): WIB board members, as volunteers often are not as engaged as private sector boards are...so they often are not as engaged as the legislation envisions. Check out a sample of WIB minutes to see the meeting attendance rates ...and how quorums are not met.
- David (1000723343406000234): Ensure that committees focus on more than physical access - while an issue for some, service access is more of the issue.
- Maritere (1001423354947628734): Agree with Susan
- David (1001423149863799423): who will the committee be made up of (local, state, federal, or

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- even part of the DEI program without limitations)
- Suzanne (1001231359408876228):totally agree on the transition specialists in schools....they should be about employment not teachers.Do real actual assessment like interest and discovery to arrive at real careers, not just jobs for people with disabilities
- Terri (1001423239595026771):Can L
- Ryley (1001423134724492891):Such a committee should include a range of representatives from diverse cultural, rural and urban communities...
- Daniel (1001423040217690633):15%admin cap
- Sarah (1001423255703169289):agree w Rebecca
- Jennifer (1001423850618762099):physical access is only part of the access issue
- Sharyn (1001206954288570535):Committies should be made up of employers that are disability owned.
- Laura (1001423844239531442):A lot of fear and confusion about working and receiving benefits. I agree with Jim that there be some basic understanding of the SSA Redbook and what it entails
- william (1001423815821635431):Benefits COounseling Education porgrams to assist Persons w/ Disabilities understand options for working.
- Stephen (1001228339774785048):Is this committee mandated/required and at level (local or state)?
- Larry (1000723343405971057):Include individuals with disabilities who have "made it." Secure their suggestions as to what supports they needed to become economically and socially self-sufficient
- Julia(1001424550546361660):Have clear expectations for staff serving people with disabilities to make sure that person-centered planning is being implemented
- Marc (1001424053321752069):Keepthe size of the committees small enough to actually accomplish goals
- Maritere (1001423354947628734):Go to the actual work environments across industry to select committee members, select those who face this problem daily!
- Susan (1001203830305610463):Do start with the youghest of children with disabilities.
- Suzanne (1001231359408876228):required state money from all partners to help VR draw down all their federal available money
- Mary Lynn (1001121732478265809):concern the committee will be taken seriously and failure to have active participation.
- Justina (1001230442806719886):How to maintain quality, customer satisfaction and access to services through integrated services for all
- Sarah (1001423255703169289):agree with suzanne
- isidore (1001422827958254489):Employer engagement, employer engagement, employer engagement, employer engagement. Need a vehicle for employers with progressive practices to share those with other businesses. Employer engagement, employer engagement, employer engagement, employer engagement.
- Terri (1001423239595026771):Can LWIBs use Youth funds to support a dedicated staff person to serve youth with disabilities above the 10% limits
- Melodie (1001424165582321710):committees need to assist in keeping the one-stop center accountable for performance and advocate for people w disabilities
- Michelle (1001423141380902769):narrowing the board to employers who are disability owned does not provide awareness community wide

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Open Chat 5: With all programs moving to common intake, what suggestions do you have to get more job seekers to disclose their disability?

- Lee (1000723343405971356):If WIOA partners, including Voc Rehab, can use common intake databases (which I hope we can make work under WIOA), we will automatically be able to capture individuals with an open Voc Rehab case.When it comes to self-identification of disabilities, that should be completely optional.We should never pressure a customer to disclose a disability.We can, however, train assessment and training staff to be better equipped to identify non-visible disabilities, especially when they are impacting a customer's ability to find and/or retain a job.
- Terry (1001423253901284501):Provide information to all AJC customers regarding services that may be available to individuals with disabilities (market the services).
- Emilio(1001028667815746488):Uniform Assessment Tools
- Paul (1000922354657757729):Sounds like reverse discrimination.
- Robert (1000905458980630163):Privacy
- Pat (1001019360232144026):Develop/Use a form similar to that used by OFCCP
- Greg (1000723343406007588):Sometimes, people don't disclose, because they don't know
- Julia(1001424550546361660):Provide individualized services not group orientation.
- Carol (1000723343405989802):If folks do not need to disclose, why make them?
- Tanya(1001423234520969791):Provide descriptions or examples of disabilities.
- Mary (1001424141540595097):Not convinced that they should
- Emilio(1001028667815746488):TA to local areas direct from DOL
- Jane (1000723343405970507):make them aware that it may be beneficial to disclose
- Sandy (1000723343405978554):More people will disclose if they recognize the benefits to doing so.
- Suzanne (1001231359408876228):always explain that if they meet certain criteria, they may be able to access more services
- Tanea (1001423357405864083):Ensure them their privacy
- Nadine (1001327336226743303):all agencies use a common form that can be shared
- Dorelia Rivera-Illinois-IDHS:Standards for Uniform Assessment Tools throughout the system.
- Lorilei (1000723343405975330):Develop intake statement that encourages disclosure
- Diana (1001422755358635297):Explain to them the advantages of disclosing their disabilities.There may be more resources and services available to them.
- Dann (1001423443765807602):Agree with Carol's comment
- Vicki (1001310944381385490):Quit using the word disability and start using words such as limitations
- Leah (1000723343405975590):Increased education to business partners about disability, employment and resources to a business that hires and retains IWD
- Rebecca (1001026040099704918):Intake tools that will address this and what benefits there are to disclosing.
- Michelle (1001423141380902769):Open workshops and training opportunities to providers and persons with disabilities as to the benefits and programs available to them.
- Terri (1001423239595026771):Common intake and assessment tools could/schould be used
- Meredith (1001424543835544766):It is up to the individual to disclose their disability.You need to be careful with wording and provide a welcoming environment.Explain why need information and how used.Also what services will they receive if they disclose.
- Norine (1001407929663046637):When people loose the fear of disclosure, they are more open.Perhaps the Employer Involvement is the answer to this question (not just the person with

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the disability)

- mary (1001333147957211777):Ensure Privacy
- Cynthia (1001029170914368556):Inconspicuous identification strategies with real advantages attached.
- Theresa (1000723343405978713):Explain work incentives one can receive if he/she has a disability.
- Shirley (1001110256080310367):Good assessment questionnaire and front-line staff who are trained to fully assess client needs.
- Martha Gabehart:Advertising that eligibility for training for people with disabilities could be an incentive to disclose.
- Marilyn (1001423960078769361):Privacy act
- Alexa (1001423453296040926):not necessary to disclose unless they need reasonable accommodation
- David (1000723343406000234):Ask about SSI/SSDI status as part of intake. Indirect way of determining disability status.
- Mary (1001424141540595097):Allows more stigma
- Robyn (1001424551017053650):Afraid of the stigma attached to disclosing their disability.Way they are treated by others.
- Susan (1001116548887550947):Sometimes people don't disclose because it does not impact their performance in their chosen occupational field.
- Armando (1001331630118182510):We have appropriate signage and a disability workshop so as to offer a supportive platform for disclosure.
- Joanna (1001423050480361875):Creating a supportinve environment and relationship to make folks comfortable with disclosing.
- Carrie (1001402354014035936):Training on how to get individuals to disclose this information
- Jamea (1001423760644926639):Focus on ability verses the disability!
- Joanna (1001029150917217873):encourage disclosure by stressing that disclosing will only open up additional employment supports such as TtW, benefits advisements, work incentives, etc. - we will not share disclosure with any outside entity / employer without customer consent
- rolando (1001208268587868418):Section 188 advisory on intake forms so they won't fear discrimination.
- Pat (1001019360232144026):Increase presence of staff with disabilities in the AJCs
- Don (1000723343405986890):Workforce centers and their staff need to be able to convey a sense of trust that additional services may be available for customers with disabilities
- David (1001423741989076596):link disclosue with benefits
- Marcel (1001423546065426555) 2:Identification should be a choice.We need to offer more education to consumers regarding self-identification.
- logan (1001423733206239148):Agrre on including this as part of intake.
- Nancy (1001423758881851902):Working on developing an inclusive work culture that encourages and embrasses diversity within the workplace.
- Kendra (1000926141399211708):Ensuring all know their disability will not be held against them and that disclosure will just ensure we better meet their needs.
- Larry (1000723343405971057):I am wondering.....do these individuals really want to disclose their disability if it does not affect their paths to self-sufficiency?
- James(1000723343405973822):Better explainantion of the adv. to disclosure
- Susan (1001423453924216577):Why do you care about disclosure at all?It is voluntary and all AJC customers should be advised of that.Too often when we identify as having a disability we get shuffled off to VR to be put on a wait list.We should have equal access without regard to disy.

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Use new 503 rules on disclosure and treat us accordingly.

- Mary Lynn (1001121732478265809):under DEI, there are many suggestions on to make the AJC more welcoming to disclose (some are very simple to achieve and others are more elaborate).
- Angela (1001422767479823925):maybe an assessment to capture disabilities that they don't disclose or maybe don't even know they have.
- Robert (1000905458980630163):Think it will prevent them from some places of employment
- Sarah (1001423464165565589):Explain to customers why t
- charlie:When self identification means labels, people will resist because they know their needs won't be heard, much less addressed. Service needs and assistance in getting the information needed to make good decisions comes first. If provided, maybe self identifications follow, but that hasn't been shown.
- Charles (1001414762697911042):Let persons with disabilities know that they are eligible for extra help to find and keep employment when they come to the Career Center
- David(1001423149863799423):offer of priority of service
- Donivan(1001423831181088793):Non-visible and Non-verbal...NVLD vs NVLD (both are not visual...) Acronyms alone are "medically different".
- Marie (1001423734438841796):Encourage workplaces to have pictures or posters of employees with disabilities using accomodations to work
- Marc (1001424053321752069):As much as possible, maintain their privacy
- Justina (1001230442806719886):Maintain individual career planning and assessment; promote job coaches fromt the start; align case management activities with partners and referrals; maintain open friendly and access to services and activities.
- Amie (1001423850382352574) 2:what is the purpose of such disclosure?
- Leah (1000723343405975590):With the new 503 regulation changes this will be of increased importance
- Tressella (1001423141509148501):Privacy, ability to have OVR/VR nearby for information
- Sharon (1001408733195498852):Clearly define what is a disability - as it relates to WIOA eligibility, as it relates to employment, or in general do you have a disability
- Mark (1001423350010611626):if incentives are offered to employers to hire disabled, outline those to the participant disabled or not as an incentive to disclose.
- Laura (1001423844239531442):Disclosure is certainly a personal choice.Advise of+/-for both scenarios
- Jim (1001331652691265277):Job Center staff be able to discuss work accomodations...benefits disabled and aging workforce
- Kathleen(1001423743870265350):I am not sure this is fair to those who make a decision to not disclose...
- Graham (1001423433059542831):Disclosure is ultimately the choice of the individual with a disability to make.
- Steven (1001423247440649144):When initally requesting sevice, customers could self disclose through an automated system.
- Kerri (1001423133446243553):To orient people to services one-on-one will help encourage people to self-identify, vs. group orientations/settings.
- Rebecca (1001026040099704918):Link disclosue with possible additional resources
- Melodie (1001424165582321710):educate and train on stigma.also need to address performance goals because there is a tendency to 'cream'
- David (1001010442572557265):Effective AJC staff trainingwill lead to better disclosure. The California DEI projects have shown this to be true
- Sharyn (1001206954288570535):provide information regarding services availablefor individuals

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with disabilities which may assist in disclosure.

- Robert (1000905458980630163):labeling
- Sarah (1001423464165565589):explain to customers why it's beneficial to disclose
- Donna (1000835852813547920):specific assessment tools in the centers to help us identify, it is a fine line we walk trying to "ask" those types of questions
- Susan (1001116548887550947):How does this disclosure play out in light of HIPPA regulations?
- isidore (1001422827958254489):Inclusive orientation to career center services should include a section on disabilities and the advantages (and disadvantages) of disclosure. A separate workshop where folks could explore this further should be a follow up.
- Jeff (1000723343405999143):Self-disclosure will more likely increase if individuals believed they would not be discriminated against or kept from particular services because they have a disability.Offering additional/enhanced assistance for people with disabilities may incent them to self-disclose.Assuring confidentiality may make them more likely to self-disclose.Reducing the number of times a person has to discuss his/her disability may help, i.e. fewer "case workers," fewer intake processes, fewer "steps" to receiving training and job placement services.Education and assistance to individuals on when to disclose their disability to potential employers is important.
- Martina (1001305154265617096):Clearly defining and explaining in simple terms how disclosing WILL HELP them in possibly qualifying for training/education funds
- Alexa (1001423453296040926):disclosure increases likelihood of discrimination
- Heather (1001424534004698166):If uncomfortable to disclose, CRPs are greatly needed to customize employment. Knowledge gained throughout hierarchy of services helps to empower job seekers and allows the community to become aware of that js's potential and strengths
- Sarah (1001423255703169289):the worker or employment specialist has to have the time to talk with them- disclosure is more comfortable on a person-to-person basis where there is a goal to assist with barriers in mind rather than disclosure just for information or data gathering
- Susan (1001423334268417490):a sense of security once you identify.
- James(1000723343405973822):Give them a good reason to disclose
- Terri(1000723343405993953):Staff will need to be trained on: how to ask the question and the benefits of disclosing (TTW, WOTC, 503, etc.)
- Brian (1001402940804245647):Give customers more than one opportunity to disclose, do not adopt MIS systems that will only accept such a disclosure at registration (first encounter)
- Judith (1001423465035740040):Disclosing the presence of a non-visible disability means in some cases that employers decline to provide employment.Long-term DOJ law suits are ineffective so there must be a another way redress grievances.
- Carolynnette (1001413541493404408):I think it would be important to ask quesitons regarding one's need for accomodations as part of the intake process to better prepare them for employment and training
- JoAnna (100100905554098183):we need to define what common intake is?Does this mean that information can be shared with all the partners when they are specifically apply for a service, like VR?
- Nancy (1001423758881851902):Businesses need to have mission and vision statements reflecting importance of diversity and inclusion.
- Amie (1001423850382352574) 2:would the SS definition of disability be used?
- Pamela (1001102129360171284):Emphasize that disclosure is voluntary but that with disclosure there may be other opportunities or services that can be used.It might be helpful to use a form similar to the one used by OFCCP for the new Section 503 requirements.
- David (1000723343406000234):Be very clear about the benefits of disclosing disability status and ensure customers that disability status will be kept confidential.

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- Suzan (1001423751929272496):through common uniformed assessments with descriptions of disabilities remove the word HELP use assist, help has an implication
- Judy (1001423850502247460):Need to be aware that disclosure is not always an advantage and just be sure to fully inform the job seeker so they can make a good decision about whether to disclose or not
- Nakia (1001424380580739273):a common tool that is not crossing any boundaries, but will assesst in the process of accommadating.
- Kathy (1001423842564773134):rather than asking about disabilities, ask about what accommodations or support people might need
- Cherrell (1001423458419010185):Simply ask during intake, "Would you be interested in learning about the Vocational Rehabilitation Program?"
- Suzy (1001210439986274379):Let's just be so good at what we are doing that they will know it is to their advantage to disclose.
- Daniel (1001424536021185152):I feel that disclosing disabilities only inhibits them from showing their abilities. Disclosure should not be required nor expected
- rolando (1001208268587868418):What level of disability should the client disclose?
- Monica (1001423850598304222):Their needs to be education of the members as to why they need to self-identify.How it will benefit them to do this.
- Leshia (1001423258715488308):Being a parent of a young adult with disabilities, they do not want that label even if they are.They also know that their disabilities limits access to other things.My son would want to know why should I disclose?
- Corrine (1001212556183549668):why should they have to disclose?
- Michaela (1000919942433686119):We try to meet iwth each customer who comes into our Center. We ask that each cuetomer complete a Services Questionnaire. Part of the questionairre is asking if the customer has any barriers to employment or successfully completing training.Often, this is a time when a customer would talk to staff about physical or mental disabilities.
- David (1001010442572557265):Quit being afraid of asking the question
- Janet (1001423440368354299):The fear of disclosure will always be around especially with the trends in insurance and wellness plans.
- Julia(1001424550546361660):What are the guideline for a person with a "diability." I may have a mental health issue or s speech issues and not consider either a disability. There needs to be some effort made to "normalize" people with disabilities so stigma can be reduced. for both people with disabilites as well as service providers
- Susie (1001423239976236362):Explain the services that are available for individuals with disabilities, but don't see a need to further incentivize it.
- Toby (1000927141589675791):This requires a culture change that communicates a value and benefit to the job seeker of disclosing. Marketing of facilitated linkage to 503 employers, for example.
- Mike (1000908250579864988):give priority and maybe additional funding like 100% for those with disabilities on OJT
- Andrea(1001407151627297027):disclosure as we all know is hard but casually making it in a conversation would be a good idea
- Kay (1001423357139492872):explain the benefits to all people who come in to access the ones who need it
- Jennifer (1001423850618762099):2nd julia--people don't always identify that they have a disabilityy.they want to work, continue to work if they've acquired a disabilityy. acquired disabilities terms need to be defined, talked about and accepted to move forward
- Cheryl (1001423754956471789):Perhaps, not have them self disclose, but perhaps, self identify

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any way that services providers can work with individuals better.or, allowing individuals to identify what special accommodations can be made to make their experience better.

- Shirley (1001110256080310367):agree--need to keep confidential and explain why the questions are being asked.
- Mary Lynn (1001121732478265809):staff training is key-- need to avoid perceptions or attitudes by staff that interfere or cause an obstacle
- Maritere (1001423354947628734):National legislation to impede employers and licensing authorities that certify competence to work to discriminate or impose conditions on workers who suffer diseases.These actions are wrong and must be made illegal.
- Robin (1001411343884136195):I do not appreciate this format. I cannot possibly follow the comments and make comments simultaneously. I do not believe it is encouraging a dialogue. I have not seen any of the comments available for the public after the sessions.Will this happen?
- Jacqueline (1001424064652407799):Agree with Terry - provide a menu of services each center provides without "guiding" anyone toward a specific service, and then let the participant choose. If the person sees that he/she may have more options/resources after disclosing a disability, they may do so. Also stress that RAs on a job site can only be made for people with disabilities of record
- Thelma:I wish it could be listed as differences not disabilities
- Cheryl (1000723343405994590):more active involvement with the job seeker could address barriers. this would establish a trusting relationship. It doesn't have to be about the disability. You can see when people are stuck and reach out to them.
- Mike (1001423936595119078):Sometimes education of benefits of disclosing is useful, it goes back to personal choice.
- Larry (1000723343406002981):Include text on intake forms that explain how disability information will be used - that is not shared with employers, that can be eligible for additional services, and so on.
- Marie (1001423734438841796):educate bosses and employees on the invisible disabilities, as well as obvious ones like being in a wheelchair
- Susan (1001423746901615060):lets be person-centered!
- Sonita (1001423347881166302):ultimately, it is still customer choice to disclose - however, better initial assessments, marketed services so that the customer sees the value in attestation
- Martina (1001305154265617096):Making customers feel secure and that it will not be shared with an employer, unless an accommodation is needed
- Jaime (1001424479441576058):If there was more training in the community, there would be less fear of problems at work and more people would be open to disclosing
- Sharyn (1001206954288570535):Staff also needs to be trained so that they are familiar with what they can say and should not say so they are confident in providing information to people with disabilities.
- Sue (1000723343405988137):Market the BENEFIT of additional services available to individuals with disabilities and celebrate successes, to alleviate the fear of being "labeled" and not getting anything additional that is valuable to the customer.
- Suzanne (1001231359408876228):I understand why Veterans get priority status but our workforce also prioritizes dislocated workers, unemployed, but not older workers or people with disabilities. They should also be a priority. shouldn't priority be based on barriers to employment
- Tim (1000935030671439204):Staff training needed on sensitivity, how to ask, how to probe, what to do with a YES answer, describe the reasons for asking and the benefits of disclosing
- Liz (1000906938684593237):Information playing on closed circuit in lobby area, informing EVERYONE about additional resources that may be available and direct them to an identified person

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- Terri (1001423239595026771): Many individuals do not know that additional services are available to individuals with disabilities. Have common marketing material that can be displayed at all one-stops identifying those resources.
- Nancy (1001423459075960703): I think that this has to be conveyed to students while they are still in high school and how they should address their needs when they enter the job market.
- Jimmy (1001423237607172348): Job Seekers should be encouraged or swayed to disclose their disability
- Daniel (1001423040217690633): add question: additional services and supports may be available for individuals with disabilities. Do you have a disability that you would like to disclose?
- Leona (1001126959228635479): Review all services with all individuals whether or not they have a disability.
- Edna (1000723343406004949): That is very tricky coming from a WIA WDB. Guidelines we have been given make it difficult to even put this question on the Intake sheet. We have had to be vague and not directly ask. Like "is there any other information that we need to know about yourself that will help us serve you better."
- Joanna (1001423050480361875): Provide staff training to interview clients and identify potential issues in a respectful and confidential manner.
- Tressella (1001423141509148501): Have good information regarding What is a hidden disability? available for customers to read
- Miranda (1000723343405984485): You should look at South Dakota DLR's common registration form question asking about disability. It is all encompassing, concise and very effective. It was developed with help from Rocky Mtn. ADA center and their TA Liaison for their DEI Project. Many other DEI projects across the country have utilized their wording on those common intake forms.
- Gay (1001423257342471868): Ability to "click" on a list of what is considered a disability since not all are visible. May be able to take advantage of additional services if they disclose.
- Lori (1001112334334868779): Specific Job Developers or transitional personnel at the One Stop Centers. If it is established that there is actual benefits for them to disclose then more will. If they will be able to get more help in finding a job or help monetarily.
- Danielle (1001419146668091574): Additional challenge: Individuals with non-visible disabilities may not be aware of those disabilities, so disclosure is not even possible in some cases.
- Ruth (1001423448554780489): Provide clear definition of the term disability and types of disabilities. For example some people don't think that having a learning disability can hinder successful employment
- Martha Gabehart: When giving a brief tour of the workforce center, they need to be sure to include the accessible technology and say they are welcome to use it if they need to and that assistance is available if they need it.
- Corrine (1001212556183549668): If services are provided equally across the board, no one should have to disclose a disability.
- Rebecca (1001401665650977677): Explain the additional benefits a known disability will give a person seeking work so they are motivated to disclose. If it is explained that employers understand the disability and are willing to work with them and exposure of the limitations will not be a bad thing.
- Angela (1001422767479823925): need to have a way to make the disclosure of the disability an advantage. If they feel it'll hinder them or they will be viewed unfavorably, people tend to not speak on that.
- Susan (1001423334268417490): yes there is a law but there are many ways to circumvent the regulations. As a person with a disability you worry how people will see you after you disclose.
- Kendra (1001423040056712874): Approach it as a medical condition that makes it difficult to get or keep a job.

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- Larry (1000723343405971057):We are not psychiatrists/psychologists. If the disability does not affect them, why ask?
- Don (1000723343405986890):the public workforce system needs to partner better with other organizations that have greater resources and skilled staff for serving customers with disabilities
- Breayana (1001423135041547007):help them to understand that we can better assist them if we knew information such as their disabilities.
- Nancy (1001423758881851902):Individuals need to understand what reasonable accommodations are and how they could help with success within the workplace.
- Pat (1001019360232144026):Confidential referral forms identifying IEPs from partner agencies
- Melodie (1001424165582321710):add mh and substance use counselors to rapid response teams and core ones stop services to address grief and depression issues associated with Job losses
- Kathy (1001423737842895594) 2:If I saw on an intake application or was told, "People with Disabilities may receive preferential hiring by some employers." Then a definition and examples of disabilities. And then the question, "Are you a person with a disability?" and "Your answer is voluntary."
- Julia(1001424550546361660):I like Martina's comment about being person-centered but most people have been bulldozed by the system and they don't know what that means.
- Jim (1001331652691265277):I agree, don't be afraid to ask questions.
- David (1000919832083688852):Programs that provide dollars to participants need to be cumulative. Each dollar provided should be on top of dollars from other programs. This would incentivize a person to doing more, and more.
- Christine(1000935155049084814):They need only disclose what might actually impact their ability to successfully complete training and successfully hold down a full time job.
- Jimmy (1001423237607172348):Job seekers should not be encouraged to disclose
- Margaret (1001424137132217137):Couch in language of support and assistance needed to be successful, and not limit by framing it as only "disability" disclosure.
- Robyn (1001201761856401822):We cant ask the question....
- Alicia (1001409136916044040):confidentiality should be considered; along with open-ended in person questions that makes an individual feel comfortable.
- Emilio(1001028667815746488):Take into account data sharing and confidentiality issues
- Michael (1001423826993386256):For staff to be effective they need to be aware of what disability actually could impact the job search - the same information that a job seeker would have to give to a potential employer.If an individual can do all parts of the job no disclosure should be needed.
- rolando (1001208268587868418):Advise job seekers of the advantage of disclosing their disabilities.
- Gregory (1001423752863751611):During the intake process, make it clear that the more details known about the job seeker, the more tailored employment service programming can be, that they would be robbing themselves of the opportunity to address things before they become job threatening issues.
- Justina (1001230442806719886):Self-assessment questionnaires work in offering needed resources and assistance to be successful. Shared information and release of information waivers from partners/referring agencies
- Kathleen(1001423743870265350):disclosure is not the beginning and end of the conversatio..there are many excellent reasons to not disclose
- isidore (1001422827958254489):Regarding youth disclosure - that's a whole different matter. Many youth don't know they have a disability if it didn't get diagnosed while in public school. There is also stigma associated either from peer culture, national origin, race/ethnicity and family. Not sure how that would be addressed.

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- Alicia (1001423044035205297):encourage individuals to self-identify their disability through the use of intake form or online application
- Susan (1001203830305610463):I think self-identifying your disabilities is the only way to go this allows your self growth to become the greatness person you can be.
- Heather (1001424534004698166):Have an accomdation network for the js so that upon conclusion of CRP service, any worker assisting them in the seeking process can better customize. On the flip side, complete job analysis's throughout the community to provide a better match.
- Susan (1001116548887550947):If you prioritize serving the population the funding will be directed there...and people will disclose because its the window "in"
- Larry (1000723343405971057):Perhaps use an individual with a disability to do intake.
- Mary Lynn (1001121732478265809):DEI has many marketing and outreach strategies under the workforce EN training that addresses messaging to include job seekers with a disability but also to create a safe environment to disclose
- Scott (1001423954119614682):Clearly explain why it is important to them and others who may have disabilities from an employment standpoint.Bottom lineis it is their choice to disclose or not.
- Dann (1001423443765807602):Informing all of al the disabilities may create an undue burden on Job Centers especially if a client didn't think the issue was disability previsoulsy but now does because we brought it to their attention.Are we ready for the added potential burden and do we have resources to cover it.
- Alicia (1001409136916044040):Messaging/wording around questions can draw less stigma.Should be considered when making in-take form.
- Michelle (1001423141380902769):Trust must be established before a job seeker will be comfortable in disclosing. Having consistency is key
- Robin (1001411343884136195):Tell staff to ask every single person that walks int a public workforce system agency to ask the job seeker if he/she needs an accommodation. Then do something about it and document it.
- Larry (1000723343406002981):EO/disability friendly signage in AJC lobbies.
- Jim (1001232043996960546):Unless there are other barriers involved (for eligibility purposes), some youth may not want to disclose a disability.That's fine unless that disability affects their performance, and therefore affecting employability.
- Sharon (1000923637265638693):Ensure privacy.Consumers should have the choice to disclose or not.
- Thelma:I agree with Angela.There must be a reward to disclose.
- Robert (1000905458980630163):Like Greg's comment
- Dan (1001106157156721692):I am not comfortable trying to persuade someone to disclose outside of their personal comfort zone and desire. We simply need to work on being more observant and offer/introduce services based on what we can discern by careful observation.
- Carolynnette (1001413541493404408):When working with youth with disabilities many have difficulty answering this question therfore it's important to inquire of other services they may have rcvd such as an IEP, so that they're able to obtain appropriate sevicees and accomodations
- Pamela (1001022964364581872):Can we ask the question?
- Waleska (1001423732114919685):confidentially and privacy
- Jimmy (1001423237607172348):what is the advantage to disclosing disabilities?
- Larry (1001125955797225114):Provide additional incentives to disclose and to become independent from subsidized services.
- David (1000723343406000234):Implementing regulations must be clear that disability inquiries are allowed, and have very clear guidelines regarding how this should be done in a way that respects and individual's rights.

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- Jennifer (1001423850618762099): person-centered services will capture the need, if the intake assessment tool is structured in a person-centered path
- Jane (1000723343405970507): ignorance of disability by self denial
- Donivan (1001423831181088793): NVLD people don't know what they don't know. Who has a vested interest in them?
- Susan (1001423453924216577): Only ask if a disability exists, but not what it is. Use 503 regs and keep separate from all service applications. Make sure person has access to compliance officer for privacy and help.
- Maritere (1001423354947628734): Agree with Sharon
- Carol (1000723343405989802): Disclosure is a personal choice once the customer is educated. - unless the person needs an accommodation
- Paul (1000922354657757729): Why should they disclose? You don't have to disclose other personal "traits" such as religious preference, marital status, religion, or sexual preference. They should be hired for what they can bring to the table, not what they are or are perceived to be.
- Scott (1000723343405990888): Alicia says it all.
- David (1001423741989076596): define "disability"... is a fear of flying a disability? Is compulsive lying a disability?
- Rebecca (1001026040099704918): Stress benefits (additional resources, preferential hiring practices, more support, benefits and work incentive planning assistance)
- Justina (1001230442806719886): Perhaps designing new and inviting EEO and non discrimination posters
- Marty (1001423955717100884): Problem is that people are afraid to disclose as they fear they will not be hired or be treated differently. Although this has gotten better, it is still a real issue. I think the question has to be phrased differently to get people to disclose the info.
- Don (1001113744466235984): Develop posters and other promotional material that encourages self-disclosure and dispels the fears of disclosing. Develop common intake forms/interviews that encourage disclosure in an "inviting" manner. Publicize employers with federal contracts (Section 503) who are specifically looking to hire people with disabilities. Emphasize the advantages of disclosure and how it will help individual get jobs.
- David (1001208945438583885): Explain what Learning Disabilities are in orientations and one-on-one--not a lack of intelligence but a difference in processing information. People with LD are have at least average intelligence; many are gifted.
- Judy (1001423850502247460): Need to differentiate between disclosure in order to be eligible for services and disclosure to an employer. There are significant differences, pros and cons.
- Martina (1001305154265617096): Creating a video clip to play in the AJC waiting area and on the self-service computers to engage those with disabilities to disclose.
- John (1001231951880034944): Make sure that applicants know what disclosing is meant to accomplish. " what it is and what it isn't". what happens when you do disclose. also make sure to talk to the benefits of disclosing (ie. changes to 503, increased upswing in hiring from a diverse talent pool). also, information available to customers as to what we define as a disability in very simple terms. Many don't know that what they have is a disability by our terms.
- Carol (1000723343405989802): Agree with Paul
- Geri (1001406553440259367): Language on registration form that encourages an individual to disclose so that staff may be able to discuss services that may be available. Educate staff about the services and resources in the community.
- Isidore (1001422827958254489): Like the self assessment questionnaire that includes info re advantages
- Janet (1001423440368354299): Ditto what Paul said!
- Suzanne (1001231359408876228): Focus on barriers to employment not whether we have a

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disability....except for veterans. They should be our priority

- Debbie (1000921577836468960):The Intake staff need to be trained to identify disability needs.Individuals with disabilities will not disclose if they do not label themselves.One question could be to ask if they have received services whild in school or to actually list tyeps of disabilities for them to choose from instead of just yes/no about whether they have a disability or not.
- Sarah (1001423255703169289):agree with a lot of comments about defining disabilities- there is some stigma- examples would be helpful to reduce stigma and maybe don't say the buzz-word "disability"
- Samuel(1001132648013698444):Provide a workshop session at local job centeres on how to better disclose a disability if youth with a disability is willing to do so...
- Nakia (1001424380580739273):a learner survey that the schools use to help instructors best structor a course in job training.
- Jennifer (1001423850618762099):educate....
- Don (1000723343405986890):need local businesses that are willing to be champions for bringing customers with disabilities into the the local labor force
- Mary Lynn (1001121732478265809):many folks associate the AJC is an extension of the employer and fear disclosing.....need to help AJC promote their services as support to job seeker with disability and not fear disclosing
- Monica (1001423850598304222):The individuals, their support team, school systems, all need educated on the importance of starting the process/getting involved early on.Not waiting until the last minute before graduation, and then saying we need to do something.They need an understanding of how it will help them.
- Ruth(1001423448554780489):Shouldnt the goal be to assist people to find employment as opposed to focusing on what disability they have?
- Greta (1001420841058603747):Sometimes it works best to keep things simple. Like asking " what do you enjoy doing"?
- Thelma:Good question, David.Good point.
- Graham (1001423433059542831):The option to disclose is the law and is the consumer's choice period.
- Eva (1001423955185348723):Agree with Paul
- Heather (1001424534004698166):Like always, empower job seekers to acknowledge barriers/strengths so that they aren't reluctant to moving forward. Customizations is possible with a little help
- Melodie (1001424165582321710):provide more materials and education to business account reps to promote the business case of hiring people with disabilities
- Janet (1000723343405980720):Probably just a generic question asking if they have a disability- that would trigger a referral to BVR???
- Deborah (1001113757270207130):Often an issue with older workers, who are already concerned about discrimination in hiring, benefits, etc. based on age. If the disability will require accommodations, the benefits of disclosure need to be clear.
- Sharyn (1001206954288570535):providing info to a job seeker with a hidden disability about talking with a DRC may help to have them disclose as this would be a safe and knowledgeable individual for them to talk to.
- Tressella (1001423141509148501):Utilize expertise/education by other agency members to ID possible customers. ie. OVR/VR
- Kathy (1000723343405979355):The only thing is to encourage them and let them know what the options are.If you are only using it to track, what is the benefit to job seeker to share info?
- Amie (1001423850382352574) 2:IF it is determined that it is necessary that invisible disabilities are disclosed, provide examples. Many ppl don't think of certain conditions (e.g., diabetes,

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- depression) as disabilities unless it is acute.
- Christine(1000935155049084814):Good case management/career advising predicates asking specific questions related to successful completion of training and of succeeding in the workplace.
 - Susan (1001021545341963068):Initially the benefit must be clear to them.Additional declaration can also occur during case management and planning services - if staff are trained.
 - Heather (1001408358197553850):stress the importance of having all the information so that we can provide the best service to those that do disclose
 - Susie (1001423762038782197) 2:They do not like having to disclose; they want to be as normal as possible, but if it can be done as simple as : "what can I (employer) do to assist you and make this career interest you chose be more successful".
 - Marcia (1001423242872480572):Do not use the term "disability". Ask whether the worker requires any accommodations for the particular job.
 - Ruben (1001423962572692808):What will DOL require as proof of disability?
 - Miranda (1000723343405984485):SDLR's language on common intake form: NOTE: Additional services/benefits may be available if you are receiving SSI/SSDI, on a recent school IEP, or are a person with a disability. If you are receiving such benefits or you are a person with a disability, voluntary disclosure will not be shared with employers or non-authorized personnel and will not make you ineligible for any services or benefits. Please check here for more information.
 - Amie (1001423850382352574) 2:i agree with Marcia
 - Armando (1001331630118182510):Disclosure can help many to be navigated to additional supportive services. Not all people are aware of the services available to them.
 - LaMonica (1001225535090771345):Better staff training, stronger assessments, more case management type of approach (need more personalized services)
 - Jeff (1000723343405999143):Fully integrate services for people with disabilities with those without disabilities - no "special" staff person, no "special" jobs, no "special" job developer. Disability experts to ASSIST/TRAIN workforce center staff to gain the knowledge needed to serve ALL job seekers.
 - Lori (1001112334334868779):There would have to be an incentive for disclosing and not no fear of rejection to a job or training that they may want to receive due to the disability.Better training of personnel to get the person onto a track to the proper fit for a job
 - Gail (1000723343405987681):I like marcia's suggestion
 - Anna Maria(1001424529752553593):right to privacy
 - Martina (1001305154265617096):Agree with Christine
 - Susan (1001423453924216577):If for statistical purposes make surw person knows that and it is handled that way according to 503 regs.
 - Edna (1000723343406004949):definition we use is - Not a disability (even when observable in our opinion) unless the individual declares it to us voluntarily. So if I see someone come in missing limbs and they do not consider this a disability then I cannot force them into thinking it is.There needs to be a consistant definintion of the most common disabilities and how those are classified for those who do not work with it daily.
 - David (1000723343406000234):People will disclose if AJC has reputation of being responsive to needs of customers with disabilities. If not, individuals won't disclose - i.e., disclosure will be seen as a negative.
 - Heather (1001424534004698166):educate the community about possible "unseen" disabilities and show abilities related
 - Jennifer (1001423850618762099):educate employers...those that hire likely have an acquired disability of some type....they've made their own accommodations.
 - Donna (1001412035406390326):Explain the purpose is to help to provide tools,and meet their

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- needs to assist them in achievement with their goals and or help them discover their goals
- Larry (1000723343405971057):Confession is not necessarily good for the soul.
- Janet (1000723343405980720):Miranda's comment is great!
- Pat (1001019360232144026):priority of service or targeted funding available to individuals with disabilities
- Susan (1001116548887550947):"Package the participant" with all the necessary supports, equipmentand services so that it will not matter to the employer...and they come to the employer "ready and able" - all questions, issues addressed
- Ryley (1001423134724492891):This is a difficult question and one that would be helpful for the Advisory Committee to address...
- David(1001423149863799423):partnering with community service organizations (salvation army, goodwill industry, arc, etc..)
- Donivan(1001423831181088793):They might be fearful and untrusting of authorities
- Amie (1001423850382352574) 2:ask instead for a history of receipt of disability related services -
- Carolynnette (1001413541493404408):sensitivity training will be needed for staff at AJC's on how to provide appropriate services and confidentiality
- David (1001423741989076596):Agree with Ruth! It's about ability - not disability.
- Mary Lynn (1001121732478265809):staff need training to realize if someone discloses a disability it should NOT impact the services he/she receives - all customers will have equal access
- Paul (1000922354657757729):The lawyers will have a field day with this one!
- Sharon (1001408733195498852):clearly ask the question and define what is a disability as it relates to that question
- Susan (1001203830305610463):Some of the greatness inventors are waiting for turn.
- Gwendolyn (1001423351098577105):Ensure that they will not be stereotped
- Susan (1001116548887550947):coordinate all the partner fundings so that this "packaging" is possible
- LaTanya (1001424547616400360):Every situation is case by case so we do not want to pressure individuals to disclose information if not relevant to their pathway or goal. Clear communication up front will allow individuals to make their own informed choices.
- Martina (1001305154265617096):Education all around for staff and employers
- Don (1000723343405986890):we need imput from persons with disabilities
- Tressella (1001423141509148501):Staff education is important part ofpolicy
- Robin (1001411343884136195):it requires that the person coming for service needs to know how to ask for accommodation
- Esther (1001423342443630469):After the initial assessment, ifthere appears to be any issues, refer to a third party who is adept at working with these individuals to identify the issues and refer to appropriate services.We have had good success with such a programcalled Targeted Assessment Program (TAP).
- Alyssa (1001423739961562002):Need to have employers providing info on how diclosure helps them to be more successful in the position
- David (1000723343406000234):Disclosure cannot result in individuals being sent off on a separate disability track or automatic referral to VR.
- Janet (1000723343405980720):How will this affect funding?
- Mary Lynn (1001121732478265809):accept not everyone will disclose
- Michael (1001424057166138822):Self-determination has been a key principles of special education transition. Included in this effort is helping young people understand their disabilities and what accommodations they need to be successful.We need to do more of this.

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Open Chat 6: What are effective strategies that you have implemented to facilitate collaborative service delivery between the public workforce partners, including Vocational Rehabilitation, to leverage funds to provide workforce services to adults and youth with disabilities? What strategies do you suggest to overcome any challenges?

- Carol (1000723343405989802):Co-location!!!!
- Mary Lynn (1001121732478265809):Integrated Resource Teams
- Miranda (1000723343405984485):Integrated Resource Teams
- Armando (1001331630118182510):Integrated Resource Team
- James(1000723343405973822):IRT
- Marcel (1001423546065426555) 2:Workforce Dev. & VR need to collaborate regarding the identification of local employer skills needs and to develop training opportunities and services, to include individuals with disabilities, which will meet the skills needs.VR representation on local Workforce Boards should be prioritized.
- Alicia (1001423044035205297):Signed MOUs
- Christine(1000935155049084814):It is entirely dependent on funding levels. Partners must be co-located.
- Terri (1001423239595026771):Industry Partnerships
- Diana (1001422755358635297):Integrated Rsource Teams
- Liz (1000906938684593237):challenge-duplication
- Kendra (1000926141399211708):Cross referrals
- Barbara (1000723343405972962):IRT
- Sonita (1001423347881166302):co-location
- Diana (1001422755358635297):Partnership Plus
- Gail (1000723343405987681):We have voc rehab staff in our Centers
- Brian (1001402940804245647):Integrated Resource Teams
- Sharlene (1001122230713278425):Multiple partners convene in a "screening committee" to determine which agency is best to serve the customer
- Alyssa (1001423739961562002): Good relationships with DVR and SWAP
- Nadine (1001327336226743303):IRT and cross referrals
- Larry (1000723343406002981):Connecting for services around individuals -
- Miranda (1000723343405984485):Workforce ENs with Partnership Plus agreements with VR
- Norine (1001407929663046637):The one that has worked best is person-centered approaches - however, these are few and far between
- James(1000723343405973822):Co-locaion
- Sharyn (1001206954288570535):IRT
- Lei (1001228260512956256):IRTs, shared training
- Meredith (1001424543835544766):VR funds need to be provided to VR consumers when necessary and appropriate.DVR should be at the table for coordination of services with the common customer.
- Diana (1001422755358635297):Co-locating
- Jimmy (1001423237607172348):Respect and open communication with them
- Barbara (1000723343405972962):Large scale employer engagement
- Alicia (1001409136916044040):Learning Clusters
- Kathleen(1001423743870265350):be willing to refer when able...consider the benefits to your consumer
- Lee (1000723343405971356):We have had Voc Rehab staff working, at least part time, out of our AJCs.That has been a good start. I would recommend expanding this type of co-location.One

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challenge that we have seen is that in our state the local Voc Rehab partner agency is a state agency. We have been hindered in our efforts to share resources on the local level by Voc Rehab management at the state level. Could the WIOA regs be written in a way that encourages state Voc Rehab managers to give more flexibility and decision-making ability to supervisors at the local level?

- Andrea(1001407151627297027):job development, job preparation, job training, job coaching, referrals, retention/relationship skills
- Martina (1001305154265617096):I don't agree with Integrated Resource Teams...a partner organization will reach out to us, when they have already exhausted the Ticket program with their client....
- Pamela (1001022964364581872):our voc rehab folks are about as difficult to get to see as the Pope, and their organizational structure is byzantine
- Connie (1001424544050841547):One stop partner teams
- Susie (1001423762038782197) 2:Take the funding question off the table
- Dorelia Rivera-Illinois-IDHS:IGA's and specific meeting dates/times that are scheduled regularly
- Donivan(1001423831181088793):Prior question:Be sensitive to youth's reactions and to possible stress
- Jane (1000723343405970507):working on a common project or goal
- Jacqueline (1001424064652407799):Good relationships and cross referrals
- Terri(1000723343405993953):Require VR be located within the AJCs.
- Mark (1001423350010611626):co-locating the vocational rehab provider at the One-Stop
- Shirley (1001110256080310367):Co-location and established functional teams at the center for monthly partner meetings, business services and workshops.
- David (1001010442572557265):Buy-In from executive staff
- Tressella (1001423141509148501):Educate all our employees at staff meetings regarding WIA opportunities, by WIA personnel
- James(1000723343405973822):Partnership-Plus
- Tanea (1001423357405864083):Partnerships and learning clusters
- Joanna (1001423050480361875):Joint training programs and workshops; having individuals with expertise participate in orientations and resource rooms; developed relationships through cross-training staff development efforts
- Terri(1000723343405993953):Require a description of how WIOA and VR will work together in the State Plan.
- Marcia (1001423242872480572):Establish a contract between the TANF agency and DRS to specifically help disabled TANF clients to navigate benefit and employment programs.
- Don (1000723343405986890):close working relationships between local VR staff and WIA staff in serving customers with disabilities
- Kerri (1001423133446243553):Assistive Technology is shared among Service Center Partners - AJC and State Rehab Services.
- Jimmy (1001423237607172348):collaboration
- Susan (1001423334268417490):Developed good relationships and have been a willing partner in their work as well as ours.
- rolando (1001208268587868418):Meaningful MOUs and resource sharing agreements.
- Daniel (1001423040217690633):DEI and partnership plus for T2W
- Rebecca (1001401665650977677):Co-locating more than once a week!
- Armando (1001331630118182510):Outreach and continued communication with state and local agencies of new services being offered in the job center
- DJ (1001222042066873637):Integrated Resource Teams

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- Lori (1001112334334868779): Industry partnerships help tremendously...
- Terri (1001423239595026771): True integrated services not just co-location of services.
- Terri (1000723343405993953): Provide guidance on how WIOA and VR can work collaboratively. Have examples of successful models.
- Larry (1000723343406002981): VR pays according to their regulations, WIA pays accordingly, etc.
- Jane (1000723343405970507): regular communication
- Gwen (1001032152985194696): Integrated Resource Teams and Leveraging Resources
- Barbara (1000723343405972962): common intake system that addresses functional capacities
- Justina (1001230442806719886): Co-case management, job coaches and shared assessments and tools; what is the expected number or % of disabled job seekers by LWIA vs. number of unemployed job seekers?
- Heather (1001408358197553850): collaboration with other community partners
- DJ (1001222042066873637): Partnership Plus as part of the Ticket to Work program
- Melodie (1001424165582321710): seeing leadership at a federal level developing stronger partnerships.
- Jeff (1000723343405999143): Joint planning as required by WIOA will likely be a successful strategy for overcoming silos. Common measures among partner staff will also help. Identification of common customers and using Integrated Resource Teams to prioritize services, blend different funding sources/services and determine an individual plan involving all available resources for each job seeker. Need to prevent duplication of services, provide cross-referrals, eliminate multiple intakes and secure ways to share data/information across service providers. We have continued to have interagency workgroups and a pilot project to improve the education for Workforce and Partner staff to better learn what services each entity provides.
- Dennis (1001423745441269789): Continuous relationship building.
- Lisa (1000723343405974835): state-level partnerships, IWIB taskforce, piloting projects such as Project Search that bring multiple partners together in leveraging funds/staff
- Connie (1001424544050841547): referral process worked out between agencies
- Mya (1001424035636003264): bringing everyone to the table... communication
- Susan (1001423363867789453): Meet with other agencies staff to provide information on our programs and what we can do. Maintaining communication with partner agencies. Providing an easy way for them to refer people to us
- Laura (1000723343405978069): The Integrated Resource Team (IRT) approach is a promising practice identified by the Disability Program Navigator (DPN) Initiative whereby a team comprised of representatives from different agencies and service systems (both general workforce and disability-specific) coordinate services and leverage funding to meet the employment needs of an individual jobseeker with a disability. The jobseeker is the key member of the IRT and works with providers (e.g., Workforce Investment Act Case Manager, Vocational Rehabilitation Counselor, interpreter service, community college) to identify and strategize how their combined services and resources can benefit and support the individual's education, training, or employment goals. IRTs are organized around an individual jobseeker with a disability who experiences multiple challenges to employment and who has been enrolled in WIA intensive and/or training services (or is attempting to attain enrollment in these services).
- Michelle (1001423141380902769): In Washington state the AJC have partnered with the Department of Labor and Industries worker compensation VR programs in 6 locations statewide. This has provided additional support for training and knowledge to a population often forgotten.
- Monica (1001423850598304222): We have a fairly good/successful partnership with VR. Occasionally there is confusion caused by lack of communication/ clarity of communication on VR's side, as far as counselors having a clear understanding of what they can/cannot fund.

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- Cheryl (1000723343405994590): Job Center Integration Teams, Co location of partner organizations including VR
- David (1001423741989076596): Cross divisional approach to business relations. Speak with one voice. Invite business partners to the table. Have an open forum from a business perspective. Listen, don't tell.
- Suzan (1001423751929272496): While we do co-enroll with Rehab Services the street appears to be one way, a meaningful collaboration that has the individual in mind FIRST
- Carolynnette (1001413541493404408): School special education staff should also be included in this process as it's part of their fed mandates and it would create a more seamless transition of services
- Diana (1001422755358635297): local community committees focused on serving you transitioning out of the school system
- Larry (1000723343405971057): Minnesota has an overall Shared Youth Vision Committee, encompassing many state agencies concerned with youth delivery, which deals with services to youth with disabilities. It is a national model.. We use the Committee to leverage resources.
- Sarah (1001423255703169289): partnership plus agreements that are actually used
- Susan (1001423334268417490): open and honest communications to benefit all concerned.
- Kendra (1001423040056712874): Cross referrals, communication among team, developing good working relationships among partners, cost sharing
- Cheryl (1001423754956471789): Partnerships and relationship building is key!
- James (1000723343405973822): Statewide Blanket MOU for Partnership-Plus
- Susan (1001423453924216577): Some AJCs have established relationships with ENs and WIPAs under the SSA ticket to work program. Those relationships are few and far between. DOL should put some resources into promoting these types of agreements across the workforce system. You say "public resource partners." ENs and WIPAs stand in the shoes of SSA and should also be thought of as public partners.
- Tressella (1001423141509148501): Provide a staff person at Career LINK DAILY.
- Jim (1001232043996960546): Partnering on local disability awareness groups, transition councils, and rapport with other agencies to foster these partnerships.
- Katie (1001401449291419577): Integration standards for all partners not strictly the WIA program. Each partnering agency should have to adhere to integration procedures.
- Carrie (1001402354014035936): How are last source funding defined if we local areas and DRS are both last source
- Armando (1001331630118182510): Leveraging Resources
- Gwen (1001032152985194696): State-level MOUs
- Rolando (1001208268587868418): Specific placement targets of people with disabilities.
- Samantha (1001423051369364142): Voc rehab needs to understand workforce requirements and time lines
- Donovan (1001423831181088793): Prior question: Try To:
 - Build rapport before and during the interview
 - Ask open-ended questions
 - Tips for interviews:
 - Look for nonverbal information
 - Maintain a neutral posture and expression
 - Use nonjudgmental preface to hard questions
 - Avoid:
 - Leading questions
 - Interrupting
 - Acting like surrogate parent or buddy
 - Power struggles
 - Continuous direct questions, without pause (interrogation)
 - Making promises you can't keep
- Cherrell (1001423458419010185): monthly meetings to discuss strategies for increasing the number of people with disabilities in employment for each LWIA area
- Steven (1001423247440649144): MOUs with each partner.
- Cynthia (1001029170914368556): The most serious challenge is the legislative prohibition against such use of DHHS funds. There will never be any improvement until this goes away. At present, we have no effective integration strategies.

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- Daniel (1001423040217690633):partnership with WIA youth and VRS to serve youth.This partnership allows both agencies to use resources to support youth toward success.
- Julia(1001424550546361660):Everyone loves the idea of collaboration and when all parties are neutral it works great. However, so often no one pays to collaborate. VR system pays in 6 minute intervals and you may be asked to come to a meeting or be vetted by a consumer for services but there are no dollars attached to that meeting. It makes it very hard, with incredibly tight budgets to actually make collaboration happen.
- Susan (1001116548887550947):Require the local plans to not only reflect WIOA funding...but to spell out how service redundancies (resumes resumes resumes) are eliminated and alternate funding streams leveraged with actual dollars.ie: TANF - work experiences- WIOA trianing VESID - transportation support, Etc
- Joanna (1001423050480361875):Integrated business service teams
- Debra (1001423254186038715):partner team that meets bi-monthly
- Martina (1001305154265617096):Some partners have only turned to us when they have completely run out of all options and ask the AJC's to help with a client they have had on their case load for over 6 months to a year.
- Jamea (1001423760644926639):Ability to communicate with VR and have them follow through with communication. Always feel like I am at a dead end with VR communication!
- James(1000723343405973822):Agree with Susan
- Gregory (1001423752863751611):Stellar service provision and regular interagency meetings.
- Joanna (1001029150917217873):allocating additional DEI grant funds (if available) to customer training funds / supportive services for individuals with disabilities and encouraging Integrated Resource Teams (with VR) where we can provide supports and them training or vice versa
- Suzan (1001423751929272496):I agree with Samantha
- Barbara (1000723343405972962):Meet with VR and identify common regulations where working together benefits all
- Heather (1001424534004698166):I would appreciate MDT meetings; but the challenge is on-going.I observe partners wanting immediate outcomes--- rapport building and having a "face" of your company with consistent meetings or visits has helped. Get involved in others' committees of interest---if possible.
- David (1000723343406000234):Co-location of staff on more than an ad hoc basis is critical. Partnerships begin to build when entities know and understand each other.
- Stephen (1001228339774785048):Let voc rehab folks be the experts and we take referrals from them.
- Monica (1001423850598304222):Getting everyone on the same page -- VR, Case Managers, etc. is the key.Good communication
- Scott (1001423954119614682):As an area with a current DEI grant, the DRC has done a great job of making herself available as a resource to an individual and assists as requested by the individual and/or his/her support team.
- Don (1000723343405986890):better outreach and education within our communities is needed regarding the provision of services to customerswith disabilities
- Judith (1001423465035740040):Target revenues received as a result of DOJ winning cases to employment training and support of workers with disabilities.
- Kathy (1000723343405979355):Combine the two entities!
- Justina (1001230442806719886):Working with local community based organizations and non-profits that identify and support "employability" programs (leverage knowledge and resources)
- charlie:Might broaden acceptable definition of state match but still need it to be at least one level away from originating with federal government.

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- John (1001423341652577661): Interagency collaboration has always been at the root of services for people with ID/DD with the short term supports traditionally provided by VR and long term supports provided by the state and local ID/DD authority. All of this has been put to the test as a result of budget and funding strains.
- Sarah (1001423255703169289): VR staff need to be training on TTW and the partnership plus agreements- the agreement doesn't mean much is the counselor don't use it
- Susie (1001423762038782197) 2: Role release between all agencies; who is in charge ; who has most say at table;
- Mary Lynn (1001121732478265809): a mutual understanding that the customer is first priority and all partners need to focus on building a responsive delivery system, leveraging resources, networking and not feel it is competition or threatening to their jobs. there are more people with disabilities who want to work than any one program can serve so remove all egos at the door and work as a system to meet the employment needs of people.
- Robin (1001411343884136195): What incentives are in place to encourage collaborative strategies? I didn't see anything in WIOA about that - it stated it needed to happen but no incentives.
- Nakia (1001424380580739273): collaboration with public schools and continue relationship building
- Carolynnette (1001413541493404408): have state VR and workforce develop training programs collaboratively
- Julia (1001424550546361660): Also, all parties need to have a clear and supportive understanding of what employment first means.
- Joanna (1001423050480361875): Career center goals and objectives, and standards for customer service
- Judy (1001423850502247460): Increase the number of relationships with Ticket to Work agencies
- Sharlene (1001122230713278425): screening committees meet on a weekly basis
- Daniel (1001423040217690633): eliminate payer of last resort verbage to promote better blending and braiding of funds
- Daniel (1001424536021185152): Making sure everyone involved is on the same page- Communication, Collaboration, Creative solutions
- Martha Gabehart: Figure out to get VR to fall back on their "payer of last resort" response to every opportunity to share expenses for clients. Surely there is a way to get them to pay for services workforce centers cannot pay for - job coaches, employment supports, follow-up.
- Susan (1001116548887550947): require much more in the plans....do not accept VAGUE , "kumbaya" language
- Diana (1001422755358635297): Look at DEI Strategies
- Suzy (1001210439986274379): Develop relationships with staff from other agencies so we think about each other and how that person's agency can help in each situation. If I can shoot Kim and email and she knows me, it is easier to work with her
- Kay (1001423357139492872): Agree with Joanna
- Larry (1000723343405971057): We have developed strong relationships with Education and VR through intrastate and intradepartmental agreements.
- Gwendolyn (1001423351098577105): Share partner information with customers being served
- Jennifer (1001423850618762099): Our CIL center has initiated the opportunity to co-host with our Workforce Center to hold our first annual job and employment support services fair targeted for job seekers with disabilities. those job seekers may or may not have SSZ benefits; but we'll have ticket to work benefits specialists, EMPLOYERS, and other service providers on hand to meet our communities job seekers. October 11
- Larry (1000723343406002981): Need a better system for training job coaches that are a part of

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- community rehabilitation providers - lthere si little to hold them accountable.
- Tressella (1001423141509148501):Shared funding by WIA and OVR customers to meet goal
 - David (1000723343406000234):Ticket to Work using Partnership Plus can be a way of building a partnership.
 - Lorilei (1000723343405975330):DOL should evaluate the permanent changes that result from disability related grants
 - Mary (1001424141540595097):Specific time limited team goals - no excuses
 - Cherrell (1001423458419010185):participating in joint training to incerease the knowledgeof specific disabilities such as LD, autism, deaf and hard of hearing
 - Barbara (1000723343405972962):More DEi grants where collaboration is required
 - Mike (1001423936595119078):Yes, eliminating the term "payer of last resort. I like that one
 - Robert (1000905458980630163):Remember the product of our work is employment for all disabled as well as non-disabled
 - Mary Lynn (1001121732478265809):address the policies of sharing safe data among MOU partners so "not allowing to share information" does not become a barrier.
 - Dorelia Rivera-Illinois-IDHS:A driving force for us is clear direction from the Governor's office,
 - Joanna (1001423050480361875):Flexible personnel rules that allow forworking cross-functionally.
 - Lisa (1000723343405974835):Expanding the definition of Employment First to include cross-disabilities
 - Theresa (1000723343405978713):Working collaboratively meeting with mutual customers togethe providing wraparound services
 - Martina (1001305154265617096):Clearer definitions about which Ticket to Work customers Voc Rehab should focus on based on their services.
 - Shirley (1001110256080310367):Agree with Daniel and Martha
 - Jamea (1001423760644926639):Better system to train Job coaches!!!!
 - Norine (1001407929663046637):Ensuring that all providers on the front-end are giving the flexibility and encouragement to deliver the services in a timely manner.
 - James(1000723343405973822):DPN's had built strong reationships but those ended when the program ended
 - Mike (1000908250579864988):combine goals for all agencies so everyone has something at stack.
 - Diana (1001422755358635297):Communication is key
 - Jennifer (1001423850618762099):Employment first
 - Heather (1001424534004698166):October being Disability Employment Awareness Month is a great time to recognize everyone who has helped
 - JoAnna (1001009055554098183):with the new transition and pre-employment WIOA language, VR will be soley focused on transition and special education students with disabilities.There will not be any resources available for adults and AJC partnership nor co-location funds.
 - Michael (1001423734003229119):we work with several other CRPs in the Chicago area under a grant from the Coleman foundation, to improve disability employment.Through this collaboration, our shared networking has improved employment outcomes for people with ID/DD.I would like to see such regional employment boards organized and funded by state/federal dollars, with state agencies attending, and bringing in community and federal employment partners.
 - Barbara (1001204446408560882):Outreach to the disability community. VR Co-location. formation of interagency groups.
 - Tanea (1001423357405864083):I agree with Jamea
 - Larry (1000723343405971057):Statewide employment plans include input from various partners

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who are involved with the delivery of services to youth with disabilities.

- Barbara (1000723343405972962): Focus on employment
- Debbie (1000921577836468960): This is tough as it is very territorial and not every agency is open to working together and sharing leads etc. Forming a monthly group with staff to share leads and to develop trust and team building to all work together is key
- Danielle (1001419146668091574): Disability Navigators can refer customers to receive affordable diagnostics for disabilities for those with non-visible and unknown disabilities.
- Jamea (1001423760644926639): Easier way to educate employers on incentives
- Melodie (1001424165582321710): Having a balance of performance measures and system transformation measures that support stronger partnerships between systems.
- Tressella (1001423141509148501): Target a "resource person/expert" in our local office for other VR counselors to obtain info.
- Edna (1000723343406004949): Memorandum of Understanding (MOU) with Vocational Rehab (VR) to partner with WIA service delivery to share in workshops and materials specifically for those with disabilities. Youth are served in a separate facility away from general population so needs can be met and embarrassment kept to a minimum. Youth can be served in our regular centers but rarely are.
- Justina (1001230442806719886): Establish a Regional Collaborative
- Maritere (1001423354947628734): States must create model cases based on the characteristics of the population they serve, design a treatment strategy for the most representative scenarios and go to the public partners and private to create relationships.
- Carolynnette (1001413541493404408): frequent/quarterly planning meeting of training and employment services for customer by these partners would encourage funds to be leveraged
- Mary Lynn (1001121732478265809): Include the job seeker with a disability in the design of integrated resource teams is efficient practice
- Mary-Alane (1000723343405976781): I liked the comment that coordination must start at the top. State Voc Rehab has to make it a priority to work with the locals.
- Michael (1001424057166138822): State and local Interagency transition teams. Also having VR counselors offices in high schools.
- Joanna (1001423050480361875): Consistency among regulations and definitions and performance measures
- Monica (1001423850598304222): Training available to CRPs as things progress for a clear understanding of what VR, Medicaid, other funding resources will/will not fund, what is required to access that funding.
- David (1000919832083688852): Tele-commuting can eliminate some barriers to the workforce. Creating a database of opportunities that are disability friendly might be useful.
- Janet (1000723343405980720): Not sure how this is going to work as there are several priorities with WIOA- veterans, adults with disabilities and youth with disabilities--it's going to be difficult !
- Julia (1001424550546361660): There also always has to be a point person that is the "lead" on the case which will hopefully be the person served. Many people with disabilities don't know how to take the lead on their own meeting and it is sad. Also, some organizations do what is easiest or best for them rather than what may be right for the person. But the person doesn't know how to advocate for themselves.
- Miranda (1000723343405984485): http://www.dei-ideas.org/chapter2-1/page2a_irt.cfm IRT FAQs IRT Promising Practice Brief IRT Video http://www.dei-ideas.org/chapter2-3/Nov_2012/RoundThreeDEISGA_4_16_2012.pdf
- Janell (1001210839262895719): Strong collaboration and partnerships with braided funding
- Susan (1001116548887550947): the WIOA eligibility net is very wide...if you want the focus to be on serving a particular populationTEGL it!

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- Cherrell (1001423458419010185):joint job fair sponsorship by VR and DOL
- Susan (1001203830305610463):The first step is letting the person be who they are. Make you workforce accept the people with disabilities. Use ISO 100% Work instructions.
- Terri (1001423239595026771):alow local areas to leverage funds and straff--- share resources----allow partners to take credit for the joint services
- Joanna (1001029150917217873):challenge - VR not taking full advantage of partnership plus under Ticket to Work and referring closed cases to Career Centers (ENS) for long term employment retention supports
- Jennifer (1001423850618762099):we're going to partner with workforce center to hald a discovery group sessions in the fall
- Mary Lynn (1001121732478265809):how will DOL ETA address rural needs
- Mike (1000908250579864988):Require all support staff in one stops be individuals with disabilities
- Christine(1000935155049084814):We used to have Voc Rehab colocated with us, as well as other very important agencies. Lack of funding meant they could no longer allocate staff to the One Stop. Customer service was very negatively impacted by not having the funding to continue co--location.
- Norine (1001407929663046637):Need a safety net - for when people loose a job
- Dan (1001106157156721692):This cannot be done unilaterally without the knowledge and consent of the client. We always discuss the availability ofthis level of service with the client first, and proceed only if desiredd and approved by the client.
- Suzanne (1001231359408876228):We don't include collaborative service delivery but recently with the DEI initiative, we are seeing more integrated resource team approach. The problem is that it is difficult for VR to see a value in doing an IRT approach. So only the disability Resource Coordinator calls those meetings. Maybe requiring that VR consider IRTs would help. They have never initiated one as far as I'm aware. If it isn't part of the requirements it won't happen, even if it is a good idea. People at VR will just flonder for years with little help if they aren't the easy ones who go to school. I'm not even sure why VR doesn't use barriers to employment instead of medical records. some people can have very disabling conditions and still work full time with no problem
- Maritere (1001423354947628734):Agree with Norine
- Susan (1001116548887550947):Agree Suzanne
- Daniel (1001423040217690633):where VR places individuals on waiting list indiviual shoild be referred to AJC T2W programs for immediate help
- Martina (1001305154265617096):Inviting partner agencies to the employer forum next month.
- Suzanne (1001231359408876228):second to the rural service needs
- Larry (1000723343405971057):DEI/IRT
- Robert Dan (1001423153197803740):asssist the disabled in knowing their strngths and skills
- Mary Lynn (1001121732478265809):parnters need to understand the value of partnership
- Waleska (1001423732114919685):agree w Suzanne

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Open Chat 7: What opportunities and specific strategies do you see for the public workforce system to partner with independent living centers and other disability-related organizations?

- Diana (1001422755358635297):Attend their community events
- Donna (1001334647497825038):Successful outcome with true benchmarks!
- David (1001010442572557265):Less duplication of services
- Nakia (1001424380580739273):open houses
- Jim (1001331652691265277):good resource for AT
- Mary Lynn (1001121732478265809):leveraging funds and resources
- Jimmy (1001423237607172348):open houses
- Diana (1001422755358635297):Hold CILs accountable
- Robert (1000905458980630163):communication between agencies
- Joanna (1001423050480361875):Invite them to participate on the committee and in planning processes
- Martina (1001305154265617096):having these organizations utilize ourAJC Workshop Teams for their workshop needs.
- Stan (1001407753531158473):networking
- Sharyn (1001206954288570535):I said this before that this would be a good reason to have a DRC so that person could be the single point of contact for all of this
- Lee (1000723343405971356):We did not have enough of these types of partnerships under WIA.I would be really interested in reading about best practices from any areas that were successful at partnering with independent living centers and other disability-related organizations.
- Carol (1001424550774247484):CILs are open to this., have facilities, and people who need to be served.Come on down.
- Alyssa (1001423739961562002):good venue for work readiness training
- Dorelia Rivera-Illinois-IDHS:I agree with Diana!
- Waleska (1001423732114919685):agree w David
- Jimmy (1001423237607172348):collaboration events
- mary (1001333147957211777):resources without duplicating services
- Judith (1001423465035740040):Active identification and outreach using local (city and town) resources.
- Larry (1000723343406002981):Collaborate on events.
- Cheryl (1000723343405994590):SPIL should require it.
- Meredith (1001424543835544766):Know each others program and rule.Develop MOUs and Technical Assistance guides.Need to discuss how to serve the common customer.
- Gail (1000723343405987681):strength in partnering for better outcomes for jobseeker customers/consumers
- Tressella (1001423141509148501):Ongoing support for "life-skill" needs, as well as employment needs
- Larry (1000723343405971057):Attend training sessions conducted by organizations who are expert in delivering services to youth with disabilities
- Jacqueline (1001424064652407799):Co-location, partnerships, collaborations, holistic service plans for participants
- Nadine (1001327336226743303):invite them to your facility and go to their engagements
- Brian (1001402940804245647):Link funding to mainstream vocational outcomes
- Ama (1001220152698468659):Creating a information bank of resources so that people do not have to duplicate efforts
- Alyssa (1001423739961562002):Partner with there in house resources such as job coaches

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- william (1001423815821635431):again, the development of Workforce Solutions Groups and DEI that target services with ILCs a
- Martha Gabehart:There needs to be specific outreach to CILs so they know about workforce centers and what services are available. Maybe offer tours of the centers and demonstrations of the accessible technology.
- Don (1000723343405986890):I don't believe that we have done this in the past, but sounds like a great idea
- Tanea (1001423357405864083):Attend any community meetings, events and outreach.
- David (1001010442572557265):One Employment Plan
- Pamela (1001423244572945877):Upon identifying support needs for employment to take place linkage and referral to take place prior to workforce opportunities being engaged
- Kathleen(1001423743870265350):Attend events and meetings to let other service providers know who to contact for what program.
- Julia(1001424550546361660):Peer support, advocacy, person-centered planning
- Nakia (1001424380580739273):case management
- rolando (1001208268587868418):We have a variety of state agencies that oversee accessibility standards and so we get differing evaluations.
- Susan (1001423334268417490):collaborative approaches that place the person with the disability front and center
- Kerri (1001423133446243553):Connections for meaningful reciprocal referrals
- Michael (1001423734003229119):moderate regional employment networks; link to potential government and private employers.Have SourceAmerica identify and "save" employment opportunities for people with ID/DD
- Mike (1000908250579864988):communicate, actually force or requires it.
- Carol (1001424550774247484):Work readiness training
- Terri (1001423239595026771):Provide online service access--use video conferencing
- Jamea (1001423760644926639):Collaboration and communication! Stop fighting against each other and work together. Less work!
- Heather (1001408358197553850):Communication between agencies.And a single federal system to track services and jobseekers
- Kathy (1001423842564773134):Referrals
- Gina (1000907756501127866):Resources when these organizations are not available
- Brian (1001424536737554193):community events - county networking events - open communications
- Ruth(1001423448554780489):work on common goals
- Rebecca (1001026040099704918):Co-location and joint plans among agencies
- Robyn (1001201761856401822):We have a strong partnership with DRS partner and they are assisting with the development of strategys
- Martina (1001305154265617096):Creating one Business Service Team to work with all agencies
- Dorelia Rivera-Illinois-IDHS:Benchmarks and quality metrics tied to contracts
- Joanna (1001029150917217873):SSA benefits advisement, assistive technology suggestions for Career Centers
- Carolynnette (1001413541493404408):working with service providers/job coaches with these agencies to assist with their employment initiatives
- Janell (1001210839262895719):Requires true understanding and facilitation of collaboration and partnership with mutual understanding of one another's goals and missions
- Miranda (1000723343405984485):Provide cross-training and educate them on WIOA and services for job seekers with disabilities. Have them assist in providing referrals to the AJCs and

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participating in active resource coordination and Integrated Resource Teams.

- Debra (1001423254186038715): Include them as a partner in the one stop center.
- Armando (1001331630118182510): Opportunity of partnering with other agencies is to blend and braid services as no one agency can fulfill all of the needs of many. Leveraging Resources leads to successful outcomes. This can be done through the IRT.
- Lorilei (1000723343405975330): workforce system could share the 10 youth elements with independent resource centers to help them better their services
- Larry (1000723343406002981): Invite CIL staff to present services to AJL staff .
- Kay (1001423357139492872): communication is the key, educating the community on what is available.
- Cheryl (1000723343405994590): Co-locate an IL specialist in Job Center
- Alicia (1001423044035205297): collaboration ie - referrals, MOUs and co-location
- Sarah (1001423464165565589): Collective Impact Models that work together to address all individual needs... employment, financial capability training, affordable housing, health care... and serving the individual as a group
- Kendra (1001423040056712874): In MN, VR has already partnered with the local CIL's. We have given the CIL's grant funding to work collaboratively with the VR staff and clients. It has been very beneficial for our clients!
- Julia (1001424550546361660): To teach the concept of right to fail and informed decision making
- Robyn (1001424551017053650): Each entity needs to know what supports are available. Parents typically are not aware of ILCs. Collaboration!!
- Joanna (1001423050480361875): Looking forward to HHS guidance and updated standards to reflect new service delivery approach
- Suzanne (1001231359408876228): we try very hard but don't have shared outcomes for all. So VR is worried about their funders and workforce is worried about theirs and it is difficult to partner past all the rules. Also this is true of the SCSEP program and partnering with workforce unless you have a lot of money that you are willing to invest in paying for the co location
- Robert Dan (1001423153197803740): If funded by the state, I recommend on-site visits of Workforce Professionals to Living Centers in order to conduct workshops and education seminars to educate and encourage the unemployed or under-employed.
- Ryley (1001423134724492891): What if instead of benefits counselors we viewed this role as employment specialist?
- Tanea (1001423357405864083): I agree with Kathy.
- Suzan (1001423751929272496): Less duplication of services, strength in partnering, identification of all resources available and identification of the individuals goals
- Michael (1001424057166138822): Provide ILCs funding to do so.
- Gwen (1001032152985194696): ILCs can help with Job Center ADA physical accessibility surveys and partner on IRTs, where needed.
- Pamela (1001102129360171284): The public workforce system needs to partner with the ADA National Network (adata.org) and its state partners. We provide training and technical assistance on ADA issues and can be a strong resource in this area for employers, IWD, and the workforce system.
- Mary Lynn (1001121732478265809): lay the expectation that partners need to truly understand how the partner relationships will drive the delivery of service to shared customers -we need to help agencies understand the value of working together
- LaTanya (1001424547616400360): More use of technology when appropriate.
- Cherry (1001110340659495540): Require a member of the organization on the WIB board for true input into the population
- Suzy (1001210439986274379): CWIC services, training

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- Cynthia (1001029170914368556):Our LWIA used incentive funds to support a partnership with a local ILC.They came to us with really good ideas, and we supported them.
- Michelle (1001423141380902769):Inclusion of all agencies that provide services to those with disabilities and awareness of the various programs out there. Provide training opportunities regarding various programs and services available that cover all aspects of disability including work place injuries that leave permanent disabilities
- David (1000723343406000234):Partnerships with WIPA programs and other benefits counseling entities are absolutely essential. AJCs are great venues for easy access to benefits information. If there is a way to make benefits information available essentially on-demand, that will go a long way towards helping job seekers overcome their concerns over benefit issues
- John (1001423341652577661):Any state that does not have a State Use Program is missing a wonderful opportunity to have one of the best, time proven, win-win propositions for employing people with significant disabilities in the same way the AbilityOne program does at the federal level...
- Larry (1000723343405971057):Joint Technical Assistance and Training sessions
- William (1001423815821635431):Inclusion in COmmunity organizations... get the Workforce Staff OUT OF THE OFFICE to the real world for more education and awareness
- Monica (1001423850598304222):Often CRPs know their communities, and the employers within those communities the best.VR and other agencies need to have consistent relationships with those CRPs to best accomplish goals for placement of individuals.
- Janet (1001423440368354299):A DRC would be a good liaison to pull partners together.
- Jim (1001331652691265277):Assist with system navigation to access other services and expertise in benefits counseling
- Lisa (1000723343405974835):development of expertise in job coaching with employers, job customization through assessment., onsite job coaching and evaluation.
- Janet (1000723343405980720):sounds like there are already services in place- are we reinventing the wheel?
- Marie (1001423734438841796):I'm trying to launch giving independent living skills class at local workforce agencies, due to so many of our consumers having transportation problems. That would be a useful partnership practice
- Meredith (1001424543835544766):partner with ILCs to address transportation needs.
- Heather (1001424534004698166):Open houses and cold-call meetings (as brief as possible).....I have also offered trainings for their staff as it relates to working with IWD. For example, waiver providers since they will be working with the job seekers once CRP services are exhausted.
- Geri (1001406553440259367):Co-location of peer advocates and benefit planners at the Career Centers. Co-present for Workshops.
- Justina (1001230442806719886):This would be a great partner; shared resources/leverage; maintain independence and planning for careers not just jobs through career path programs.Perhaps portals and satellite services can be partnered.
- Sonita (1001423347881166302):shared literature, reasonable cross-training
- David (1000919832083688852):Technology might be helpful. Telecommuting, Skype, etc. Government could provide partial subsidation to employers that use these workers.
- Joanna (1001423050480361875):Partner on transition services
- Maritere (1001423354947628734):Create disability support in all public and private living environments and make sure programs do not target only the elderly but the population as a whole.Support throughout life.
- Connie (1001424544050841547):approach them and find out what services WIOA can provide
- Martina (1001305154265617096):Have WIPA be part of the AJC's
- Susan (1001423453924216577):AJCs should consider all CILs, ENs and WIPAs as equal

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partners showing the same respect as VR. That means these entities are just as qualified and professional as VR. If we refer a consumer to the AJC especially with a written plan that details what the consumer wants from the AJC, don't duplicate assessment, career counseling, etc. when we have already done it!

- Rebecca (1001026040099704918): Move VR under AJC's
- Cherrell (1001423458419010185): ILs and AT centers provide a wealth of knowledge in terms of assistive technology and support services which can be used to level the playing field for persons needing reasonable accommodations on the job
- Mark (1001423350010611626): the independent living centers could be procured as a contractor to provide disability services in the One-Stop
- Terry (1001423253901284501): Establish AJC "portal", satellite resource rooms within independent living centers.
- Tressella (1001423141509148501): Helping customers that may not be eligible at one agency, so they don't fall thru the cracks
- Larry (1000723343406002981): Set up space in AJCs for CIL staff to use as needed.
- Angel (1001132550328863563): It depends on the type of community. The services for a secure community (disabled persons whom may harm themselves or others) would be much more restricted than those in the general community. Communication and understanding is key.
- Sharlene (1001122230713278425): These are the type of reps that would be useful on the Disabilities Committee to discuss and align services and plans
- David (1001423741989076596): Outreach to CILs for gathering information and giving service advice for AT and other needs of that population
- Corrine (1001212556183549668): person center planning and clearly define the roles each group has
- Don (1001113744466235984): ILCs can provide many no-cost services that promote work readiness.
- Monica (1001423850598304222): Technical Assistance and training
- Jennifer (1001423850618762099): in addition to the job fair and discovery group training we will be co-hosting/facilitating with Workforce; we're hoping to strengthen ties for job seekers with disabilities to help develop living plans that address needs outside the arena of employment, like housing, transportation, technology. We're open to stronger ties
- Heather (1001424534004698166): love the idea of shared lit Sonia
- Cheryl (1000723343405994590): Membership on SILC
- Jimmy (1001423237607172348): establish relationships with employment partners by meeting with them and introducing them to our programs and mission
- Norine (1001407929663046637): When the one-stop centers give people with disabilities and those who support them a reason to "enter", they will come. Create an event. Invite CRP's to all employer events, presentations, interviewing times. Invite SSA work incentive CWICS to come in periodically and allow SSA beneficiaries to set up appointments...etc. etc.
- Gregory (1001423752863751611): Regular face to face meetings with service providers to familiarize themselves with present programming and future improved programming ideas.
- Ryley (1001423134724492891): person centered planning
- Edna (1000723343406004949): Issues with privacy and safety when outside individuals "come in" Partnership would be good but then you have to factor in staff travel and portable resources for use at an off-site facility. How much would that be able to translate into positive performance due to the regulatory measures. Could they actually hold jobs to produce the wage outcomes?
- Thelma: Get information out to general public. The info can be passed on to know individuals with disabilities.
- Julia (1001424550546361660): Talk to Linking Employment Abilities and Potential because they

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are an IL center that provides employment services too.

- Jim (1001232043996960546): Could be a good opportunity for there to be a link for transportation assistance.
- Joanna (1001423050480361875): Joint training for employers on reasonable accommodations
- Susie (1001423762038782197) 2: Good. But remember we want integration
- David (1001423149863799423): identify employers who are hiring individuals with disabilities and create job orders specifically for those individuals/organizations
- Sarah (1001423255703169289): allows the client to take advantage of Employment Counselors at AJC and independent living staff via HCBS- specialists in each area has the customer receiving better services rather than one person trying to do it all
- Susan (1001116548887550947): what about requiring a work related work experience to WIOIA trainees prior to paying for tuition ...it can be eye opening.
- Rebecca (1001026040099704918): Include CIL in IRT
- Charles (1001414762697911042): Invite staff from independent living center and other agencies to come to Career Center to view services
- Monica (1001423850598304222): Access to funding for Assistive Technology to meet member needs.
- Marilyn (1001423960078769361): communication between agencies
- Alicia (1001409136916044040): more holistic services to individuals with disabilities
- Jeff (1000723343405999143): Our state system has greatly benefited from the collaboration among workforce and Independent Living Centers, VR, etc. which have helped with assisting participants overcome multiple barriers while workforce assists with employment services. Cross referrals and inter-agency relationships have been key in the Local Areas where such partnerships have been active. Integrated Resource Teams are essential for integrated, timely and dynamic barrier reduction/elimination.
- Don (1000723343405986890): I believe the committees mentioned in a prior question, could be the leader in setting standards and instilling best practices to improve our service in this area
- Donny (1000919733373493442): It seems that AJC will be all things to all people therefore funding need to be considered to run these time of programs.
- Douglas (1001201041928963908): Written agreements as to specific activities the IL centers will perform in a consultation role with the workforce centers. Too often IL centers are expected to do anything disability-related rather than assist with a specific function. For example, help with accessibility issues.
- Julie (1001423872059619412): partnership through association membership
- Lori (1001112334334868779): job training can be accomplished on site and then industry partners can be brought in to see outcomes
- Monica (1001423850598304222): Communication is key
- Heather (1001424534004698166): educating the community on customized employment.
- David (1000723343406000234): Partnerships must include state mental health and developmental disability/intellectual disability agencies. They are the major funders of long-term employment supports. VR is only part of the picture.
- William (1001423815821635431): Work in the community -- attend meetings of advocacy groups
- Daniel (1001424536021185152): Conferences and business networking events. Putting more advertisements of job opportunities out there for people in need and consumers who require assistance from non profit organizations and government agencies
- Ryley (1001423134724492891): Get best practices out to local communities
- Michael (1001423734003229119): Have federal employer be a model ID/DD employer, which is different than being a model disability employer. It's about impossible to get a person with ID/DD a job in the federal system outside of the very high cognitive autism community. If it can't be done

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federally, how can the expectations be put onto private business?

- logan (1001423733206239148):awareness of the benefits of partnerships, and open dialog and cross training.
- Ama (1001220152698468659):Have a website that explains how they all work together perhaps a webinar to explain how we can all work together and to show that we are not in competition.
- Martina (1001305154265617096):create PSA's that run throughou the country on a regular basis, not just around Disability Awareness and Disability Employment Awareness months
- Tressella (1001423141509148501):Training in areas that OVR/WIA can't provide or pay for
- Donivan(1001423831181088793):Establish a public pathways for ID/IDD workforce, focusing on success and independent living.
- Larry (1000723343406002981):Develop websites that contain information common to the CIL, AJC and other partners.
- Julia(1001424550546361660):Have IL centers work with business service teams to help them understand the skills of people with disabilities.
- Carolynnette (1001413541493404408):collaborating with these IL and other orgs to address all the needs of customers with disabilitites as they pursue career paths
- Carol (1000723343405989802):Not all folks with disabilities need, require or want the same services.For some services (transportion, resume class,etc) disability may not matter and can be done for anyone who is intersted,
- Joanna (1001423050480361875):Adequate resources so that IL services are of high quality
- Cheryl (1001423754956471789):Perhaps, part of the ILC program could be mandated on goning life skills and professional devleopment via combined training in house and going to a highed educaiton campus to belearn certain targeted skills and able to feel more comfortable on a campus.
- Mary (1001423884098038224):Our state works in close collaboration with our CILs.
- Jamea (1001423760644926639):VR needs to support agencies that are working with clients.
- Mary Lynn (1001121732478265809):sometimes we hear of unwillingness to partner, but this often due to not understanding what services each agency provides and the need of the customer and how/why it is beneficial to work as an effective system.some partners fear they will "lose business".
- Ryley (1001423134724492891):Better representation from self-advocates
- Suzanne (1001231359408876228):Independent living centers don't address a lot of the needs of individuals with disabilities. It needs to be run more as a for profit with something to give to lowans instead of something that just is constantly complaining about how badly the system is treating people with disabilities.
- Heather (1001424534004698166):Training staff on individual disabilities so that community involvement can be strengthened.
- Diana (1001422755358635297):WIPAs should be under AJCs not only CILs. Look at the ENs performing in the areas and assign the WIPA to those performing.
- Larry (1001125955797225114):Create "Job Recruitment" style event to display all types of services for disable population, employers, churches, and providers.
- Jennifer (1001423850618762099):CILs representiion on BLNs?
- Mary Ann (1000723343406011167):Help us understand what they can do so they don't lose the ability to live in their group homes if they make too much money.What can they earn and still be able to live in a group home if they can't live on their own.
- Robyn (1001201761856401822):It would be helpful for staff to undersand any effect this would have or not have on SSDI
- rolando (1001208268587868418):The involvement of social services that handle substance abuse issues.

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- Don (1000723343405986890):the partnership needs to start at the federal and state levels to be effective at the local level
- Martha Gabehart:have the CIL do a presentation on what they do so WFC staff will know.
- Daniel (1001423040217690633):automatic eligibility for VR services if job seeker requires independent living centers
- Sonita (1001423347881166302):strong referral systems to ensure no one "falls through the cracks"
- Susan (1001203830305610463):Public workforce partnering is something that has not ever happened. It will make people appreciate each other. You can't help it but that you want to help others with disabilities when you see the pain they endure.
- william (1001423815821635431):Direct contact in community (and not just in the Workforce offices) to have the staff become partners and take ownership of actions in community
- Jimmy (1001423237607172348):dvr sponsored programs offered by dvr (assessments, internships,etc...) should be shared with employers
- Susan (1001409350496115410):Agree with Larry
- Maritere (1001423354947628734):Agree with Rolando.
- Kathy (1001423842564773134):Workforce systems to communicate with businesses and advocate for job coaches to be able to come on site to businesses and provide any needed job coaching support to employees with disabilities
- Jim (1001331652691265277):IL needs to embrace an employment is the best way to become independent mind set
- DJ (1001222042066873637):Accountability of the ILC to help customers pursue employment - this can be done through tying them to the common performance measures
- Joanna (1001423050480361875):Recognize flexibility that IL and other stakeholders have that are not necessarily applicable to our regulations
- Mary Lynn (1001121732478265809):service providers are not familiar with AJCs - many of them never have visited a local AJC so need to start with introductions and orientation
- Tressella (1001423141509148501):assists VR counselor with more motivation support for customer
- Lori (1001112334334868779):Agree with LARRY
- william (1001423815821635431):meet with employers directly
- Carolynnette (1001413541493404408):having these partners engaged in LWIBS
- Daniel (1001424536021185152):More training opportunities for people who are new in the field. Higher expectations amongst all case workers, job coaches, and specialists
- David (1000723343406000234):The proposed standing committees on disability issues could be a good venue for building these partnerships.
- Jodi (1001423341608634263):Independent living centers seem to only be a resource for people with disabilities.They do not provide any actual service
- Julia(1001424550546361660):I agree with Don, but partnership that are only defined on the state /federal level need ground support too.
- Mark (1001423350010611626):One application should be used for WIOA and Voc Rehab
- Debbie (1000921577836468960):Don't reinvent the wheel.Look at tapping into the knowledge and skills in the resources that are out there in the trenches now.Some of these resources/services are partners within the Workforce systems
- Dorelia Rivera-Illinois-IDHS:Agreed, Jim from Illinois!
- Mary Lynn (1001121732478265809):rural areas need to be included on the design of WIOA
- Jennifer (1001423850618762099):part time employment for pwd looking for employment
- Suzanne (1001231359408876228):I think that everyone on a disability benefit should get benefits

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planning and SSA should be making them get it before they get their first check.

- Sharlene (1001122230713278425): The more diverse partners can be in the AJCs, the more that services can be provided to those with disabilities and others. Problem is getting the buy-in from agencies to pay for AJC partnership

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Open Chat 8: Is there anything else you want us to share with us today?

- Carol (1001424550774247484):If you've seen one CIL, you've seen one CIL.
- John (1001423341652577661):Counterintuitive as it may seem to many who are well intended and advocating for people with disabilities to be paid no less than the minimum wage, reducing and possibly eliminating use of the subminimum wage will be a big mistake. At a time when we should be incentivizing employers to hire people with the most significant disabilities, we're tampering with the the most significant incentive that's been utilized to employ this segment of the population over the decades. What business of any kind, especially a small business, can afford to pay full (100%) wages and benefits to a person who is only capable of producing at 30%, 40-%, 50%? Reducing and possibly eliminating use of the subminimum wage will have exactly the opposite effect that it's intended to achieve...
- Kathleen(1001423743870265350):do not forget confidentiality
- Jimmy (1001423237607172348):what are your ideas?
- Todd (1001424053494989113):How can I get a copy of this, or have the questions and answers replayed?
- Donna (1001334647497825038):future webinars with stargy outcomes related to these current webinars.
- Mary (1001424141540595097):Training opportunities in assiting people in developing the work for allvision
- Janis (1001104236431709509):Youth with disabilities need training and career services as part of transition services while in school.Waiting until they are out of school and disconnected youth, or adults, can be too late because they become accustomed to staying at home and not working.Youth with disabilities who are still in school should be exempt from any of the formula regulations.In fact, Workforce Centers should directly receive incentives (DOL funds set aside and not just 15% funding coming from VR) to serve youth with disabilities.
- Larry (1000723343405971057):I am a big proponent of exhibiting best practices
- Lorilei (1000723343405975330):performance should be calculated using data from all partners in the AJCs not just WIOA services
- Susan (1001203830305610463):what is going to happen to all the really good work shelters?
- Lisa (1000723343405974835):Ensure performace measures take into account the possibility that part-time employment for individuals with disabilities may be the best fit.
- Tressella (1001423141509148501):Monies for childcare and transportation, car repairs/purchases still remain a problem for rural customers in getting to training or employment
- Susan (1001423453924216577):Please advise when and whetre the comments made in the chat room for this webinar will be posted.It is too hard to follow them during teh webinar itself, but we want to know what everyone else is saying too.
- Justina (1001230442806719886):It would be great to hear directly from the Department of Rehab on their top questions, concerns and priorities to integrate with workforce agencies (shared best practices and challenges)...
- Suzan (1001423751929272496):Good points Janis!
- Julia(1001424550546361660):I think funding levels and the higher cost to successfully serve people with disabilities needs to be addressed. Also, the short term investment in this population, to intergrate into the workfoce, has great economic benefits to the whole country.
- James(1000723343405973822):Thanks for listening
- Gail (1000723343405987681):Focusing on "its ours" not "mine or yours" is difficult but not impossible - and it's the key to success
- Ama (1001220152698468659):Talk about supported employment and how it can work with one-stop career centers and toher agancies to provide the consumer with the best assistance

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possible.

- Robert (1000905458980630163):We need more of these brain storming webinars
- Don (1000723343405986890):more emphasis on training around serving customers with disabilities
- Frances (1000723343405993618):CLEAR- cut guidelines to disabilities
- Judith (1001423465035740040):Why not offer web-based training in coding and informations systems for those with physical disabilities.
- Joanna (1001423050480361875):Deal with the 90/10 rule
- Susie (1001423762038782197) 2:In WI we have great working relationships with our state DVR and Long term caare questions
- Pamela (1001022964364581872):this will be a huge challenge
- David(1001423149863799423):Partner with different organizations for better knowledge and insight regarding those in independent living facilities
- Martha Gabehart:There are lots of other disability oganizations that could benefit from knowing about WFC. Community mental health centers, head injury centers, IDD centers, etc. Outreach to them is important to get them and their clients involved.
- Pat (1001019360232144026):Best practices on serving individuals with cognitive disabilities
- Alicia (1001409136916044040):more peer learning and feedback opportunities.
- Tanea (1001423357405864083):I would like to have a cleaned up copy of all the questions and answers from today. How can I get a copy of it?
- Ruben (1001423962572692808):How can I get a copy of the comments?
- Susan (1001116548887550947):let there be no surprises as to who the areas are to prioritize....and do not minimize the need to fund supportive services...set some parameters for transporatation assistance while in training and THROUGHTOUT placement through retention.
- Jimmy (1001423237607172348):Where will people learn skills?
- isidore (1001422827958254489):Just had along conversation with a colleague that addresses John's point. Add to that the increase in minimum wage and I think we may be in some trouble.
- Eva (1001423955185348723):training for transition of youth
- James(1000723343405973822):Bring back and fund the DPN
- Robyn (1001201761856401822):We need disability navigators to be a permanent part of the system.They need to have the ability to ask questions the rest of the staff a prohibited from asking.
- Heather (1001408358197553850):relevant common measures
- Jennifer (1001423850618762099):partnership with work incentives service specialists, benefits planners.PWD that have SSA benefits won't move towards employment if they don't have education.too much fear, coupled with lack of education will prohibit pwd looking for employment.
- Daniel (1001424536021185152):I attended a webinar through the LEAD Center and they emphasized that it is important to "sell" a person's disability to employers and businesses. I have been told by my supervisor that you want to make sure to sell ABILITY not DISABILITY. What would you recommend doing as far as placing a client in a specific job?!
- Maritere (1001423354947628734):We must stop segmenting these services as if only a limited portion need this assistance.We need to modify all services in recognition that instances of disability may occur at any time to any person.
- Susan (1001409350496115410):Anticipated best practices/model case studies in using WIOA funds to partner across agencies
- Joanna (1001423050480361875):Monitoring and aligning with the new vision among DOL, HHS and ED
- Ryley (1001423134724492891):We need to do better with communicating with families about the

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resources available and what these changes mean to someone's son/daughter

- Kendra (1000926141399211708):Lack of VR funding means they can only serve the most severely disabled and WIA has been used to serve the remainder.But, WIA staff lack the resources and/or knowledge of resources to effectively provide services to those with other than minimal disabilities.
- Todd (1001424053494989113):Thank-you
- Tressella (1001423141509148501):longterm follow-up for program success/improvements
- Jodi (1001423341608634263):all range of disabilities need to be considered, not just those who can be successful in the community, what happens with those unable to be successful in the community if work centers are forced to close.Consider everyone!
- Gregory (1001029536836371126):Funding and Enforcement is vital
- Susie (1001423239976236362):Local control and flexibility is highly important. LWIBs know their local labor market and understand forces at work. In order to be most effective, though, we need flexibility and we need the ability to share data with required partners (and the incentive for required partners to partner with us).
- Gwen (1001032152985194696):Nedd dedicated funding for employment services for PWD much like MSFW and Veterans
- Tanea (1001423357405864083):Okay, thanks.
- Monica (1001423850598304222):Transportation (lack of) is a huge concern in rural areas.Individuals may be able to get a job, but don't have access to transportation to and from, and funding for transportation is a difficult piece of the puzzle.
- Toby (1000927141589675791):Allow WIOA ENs the same reimbursement option that VR has, and allow those ENs and VR to serve and be reimbursed for serving the same client simultaneously. This would allow for closer collaboration toward the same outcome goal.
- Mary (1001423884098038224):Expanding customized employment along with better collaboration between the DD system, VR system, Workforce system will prove beneficial to serving persons with most significant disabilities.
- Meri (1000919136487634805):Thank you
- Larry (1001125955797225114):I really appreciate the opportunity to provide feedback. There have been some great ideas and I would hope that these get regulatory and financial approval. We would love to provide as many services as possible, but limited funding ties our hands.
- Susan (1001409350496115410):Thank you!
- Geri (1001406553440259367):Department of Social Services representation is necessary.
- Larry (1000723343405971057):We have a number of evidence based techniques that work. We need to have such a compedium available to service deliverers.
- Don (1001113744466235984):ODEP and RSA really need to be on the same page in developing their respective WIOA regulations to assure consistency and collaboration when jointly serving customers with disabilities.
- Suzanne (1001231359408876228):Benefits planning needs to be seen as an essential service for individuals with disabilities no matter who is providing their employment services. Too long has SSA thrown a little or no money to benefits planners thinking that folks don't need it and then look at all the overpayment. Difficult to get overpayment money from any one but especially from individuals with disabilities.
- Martina (1001305154265617096):Finding all companies that offer employment for At Home jobs with above SGA...who can do that research? Which companies actually are REAL?
- Christine(1000935155049084814):Agree with Kendra.
- Jeff (1000723343405999143):Performance for part-time wages.
- Frances (1000723343405993618):The ability to discuss unique cases with someone.
- Vicki (1001310944381385490):will performance goals be lowered due to working with people with

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disabilities and time limits extended?

- Carol (1000723343405989802):Folks need to remember folks with disabilities are not different!Every customer at a OneStop has individual needs and issues that must be addressed.
- Miranda (1000723343405984485):More information on how Department of Education is stepping up (are they?) to provide more connection with AJCs/DOL for in-school youth, especially in response to the now increased focus/percentage via WIOA on out of school youth.
- Susan (1001423453924216577):Is the compilation of the chat comments available for the last webinar.
- Cheryl (1000723343405994590):Concerned that part time work and self employmentwill be minimized under WIOA
- Debbie (1000921577836468960):WWhen working with disabilities groups a key factor is providing support to businesses/potential employers and making sure that support can be given to individuals on the job for specilized training..Need to focus on teh needs of the business
- Justina (1001230442806719886):Increase awareness and promotion of services to employers and incentives...early enough before next July roll out!
- David (1001411948825050017):We need to consider performance measures in reference to individuals with disabilities.Of course we would like to have them obtain high paying, full time employment, however, many individuals are receiving disability payments and only want part time work which affects our performance outcomes.Let's look closely at this.
- Suzanne (1001231359408876228):Consider doing state wide transportation mobility managers like Iowa has. Not perfect but working towards it.
- Robert (1001222937940054859):I provide graduate training to special education teachers. It's extremely rare for any of the practicing teachers in my courses to know anything about WIA/WIOA/VR. There needs to be more crosstraining between adult service providers and the primary youth provider (teachers/schools).
- Michael (1001424057166138822):Develop appropriate performance measures for VR's involvement in youth transition.
- Armando (1001331630118182510):Continue to advocate for funding such as DPN/DEI
- Jim (1001232043996960546):Offering services to individuals with disabilities has never been a problem in my area.When disabilities limit transportation (especially in rural areas), that is where the problems lie.Very concerned about performance measures once the supports are no longer in place.
- isidore (1001422827958254489):You should have closed captioning on all webinars. So far just been on this one and last week's one for disability advocates/consumers.
- Joanna (1001423050480361875):Need to find other ways to gain input from our nonprofit organization partners since they do not appear to be included on this webinar.
- James(1000723343405973822):CWIC program funded as part of the workforce system not a contracted service as it is now
- Mary Lynn (1001121732478265809):Social Security Administration Ticket to Work program offers a funding source for AJCs.the problem that many workforce ENs experience is they are not used to a outcome based program and it takes about 5 years to get rolling with EN revenues, so they give up.Another problem is that workforce ENs that do not have a designated EN representative that can devote time to the EN will not be successful.It takes a point of contact that is allowed time to conduct the required elements to experience success as an EN.
- Janet (1000723343405980720):Employer engagement is vital to the success of any workforce program- how are employers going to be engaged in this? We have been trying to engage them from the inception of WIA and the employers are still not playing.....not sure what the carrot will be for them in this.
- Janet (1001423440368354299):Why are we reducing in-class student time when we are having

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good success in students completing high school? Why are we going to 75% outside the classroom?

- Jennifer (1001423850618762099):vr connections/accessibility are critical to the workforce center/cil partnership.community service involvement tools are critical.
- Jim (1001331652691265277):Youth In Transition project was verry successful.Would love to see that kind of aproch return.Really brought agencies together
- Kendra (1001423040056712874):VR Counselors MUST maintain a master's degree level ofskill and education in order to ensure that our clients receive the best quality services possible.
- Mary-Alane (1000723343405976781):Real clear regulations need to be developed regarding the responsibilities of AJC and Voc Rehab in providing services to individuals with disabilities.
- Cynthia (1001029170914368556):I think some people here forget that the idea is to serve jobseekers with disabilities, not employers who pay substandard wages for workers who perform at a higher level despite their disabilities.
- Larry (1000723343405971057):We need to know employers who are willing to hire individuals with disabilities.
- Donny (1000919733373493442):DOL have staff for all for all the special areas but you are asking the AJC to provide these services with low fundingfor staff and equipment le. an tire department for civil rights , and others.
- Mark (1001423350010611626):incentives for □businesses to hire those with disabilities and to keep them employed
- David (1000723343406000234):Although WIA measures performance on performance on disability, there is very limited measurement in terms of use of the system as a whole, particularly via Wagner-Peyser. There is a huge need for clearer guidance on identification of disability in the workforce system, and understanding of the overall system in meeting the needs of individuals with disabilities.. There is a complete lack of demograhic regarding who and what types of disabilities are being served within the workforce system.
- Ruth(1001423448554780489):How do local programs secure funding from WIOA to assist individuals with diasbilities?
- Julia(1001424550546361660):I think the business community needs to understand the diversity benefits of highering PWD
- Susan (1001409350496115410):Thank you for giving us the opportunity to learn more and share information!
- Nakia (1001424380580739273):Youth@Work is in collaboration with The Prince George's County Summer Youth Enrichment Program. We ask that if you know of any youth that would like a job opportunity and great training to please look out for the announcements on the county websie www.princegeorgescountymd.gov/sites/summeryouth thank you
- Monica (1001423850598304222):Lack of employment opportunities in small rural communities makes this new law a little scary for alot of the individuals we provide services to.
- Larry (1000723343405971057):What about transportation resources!
- Lacey (1001329153864521837):Getting people to become employed is one thing, but they also need liveable wage jobs as well, and until we have that, people are still going to struggle.
- Julia(1001424550546361660):And that they are a commited workforce (PWD)
- Carolynnette (1001413541493404408):more fudning for internship and summer employment opportunities are needed to prepare youth with disbailities in trainsintiong from school into the workforce
- Jennifer (1001423850618762099):competitive employment only
- karen (1001424463767983187):WE nee d to remember that there are individuals who CAN'T work in the public setting and also many that don't want to be ridiculed/treated poorly due to physical/developmental disabilities in a public setting who LOVE working at sheltered workshops.

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They enjoy social time with friends who don't judge them. We need to keep these workshops open and available as a choice!!!!

- Nancy (1001423758881851902): Issue related to fear of losing benefits if employed. So many people express this concern. Need to work on empowering individuals with disabilities.
- Martina (1001305154265617096): All DRC's should have a clear understanding and guidelines for their role in their local AJC's
- Debra (1001423254186038715): How to assess abilities of customers with disabilities
- Daniel (1001423040217690633): 75% out of school requirement should include all youth with disabilities
- David (1001208945438583885): Learning Disabilities (LD) are not likely to be accommodated in the workplace. Many people—including those in social services—think that LD are only related to education. Even in the DSM V, LD have been lumped in with other learning challenges, making it harder to make sure employees, employers, educators, case workers, counselors, etc. understand what LD are. People with LD have average or higher intelligence but process information differently. However “Learning Differences” or “Information Processing Differences” do not get people protection under the law. WIOA can educate employers and others about LD due to its potential to touch all entities related to employment. Because people with LD process information differently, they are often able to develop ideas and see solutions no one else does. AJCs need to have consistent, ongoing access to certified LD specialists (LD trained psychologists, etc.) to be a resource when LD issues arise among employers, employees, job seekers, case workers, etc.
- Kristina (1001326067930273862): Information/training needs to be done for employers to know the benefits of hiring someone with a disability, especially youth
- Sharyn (1001206954288570535): Put out some kind of policy that tells employers they should have paper job applications this online job application stuff is a deterrent for those who are not computer literate or can not read
- Dan (1001106157156721692): How, specifically, do the framers of WIOA provide for preservation of the individual's (right to) privacy, in the face of this renewed push for integration of services?
- Logan (1001423733206239148): Funding for transportation is needed
- Nakia (1001424380580739273): Between the ages of 15-19 living in MD
- Larry (1000723343405971057): The biggest barrier to individuals with disabilities is the lack of transportation. What can we do about this?
- Maritere (1001423354947628734): Agree with Larry 100%!!!!
- Norine (1001407929663046637): Thank you for your work. Self-employment is something that is difficult to implement - but an option. Perhaps the SBA can come into the blend at some point. Finally, issues on transportation are always a challenge for the person and those who support them.
- Mary Lynn (1001121732478265809): Disability services and SSA benefits is very complex....we learned over and over the benefits of DPN can prove beneficial for AJC but these positions were not invested outside of grant funds. It should be a top priority under WIOA.
- Julia (1001424550546361660): PWD love sheltered workshops because that is all they know. I loved junior high, but college was way better.
- Tressella (1001423141509148501): Thank you
- Brian (1001402940804245647): Completely disagree with John, sub minimum wage encourages the frame that workers with disability can only be productive at 20-30 or 40% in reality workers with disability, given access to the same levels of opportunity (discovery and training) can function at 100% productivity and no business needs ever to be asked to hire someone at a lower level
- Thelma: You are correct, David. LDs are not recognized in the work field.

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- Jim (1001331652691265277):DOL continues to cut positions...they can only absorb so much...already see service erosion
- Cheryl (1001423754956471789):Transportation in rural areas is a huge barrier!
- Janet (1001423440368354299):VR counselors are seeing a high rate of turnover and offices are backlogged. Why not make use of bachelor degree employees to screen & implement pre-VR counselor services?
- Lori (1001112334334868779):Job Training in in-demand fields of employment in the specific areas of the country is critical...we are losing a majority of the workforce baby boomers are retiring in droves and everyone who can work should work.Those with any disabilities should be able to contribute to society and be given the same opportunities as everyone else.Employers are looking for people with the abilities to do the job and need to be more involved with this new law.
- Maritere (1001423354947628734):Agree with Cheryl!!!
- Martina (1001305154265617096):legitimate work from home jobs for individuals who live in remote areas and transportation assistance
- Monica (1001423850598304222):Funding is a concern, as always.We must receive funding that covers the cost of providing the services.
- Larry (1000723343405971057):I agree with Cheryl!!
- Waleska (1001423732114919685):other agency's representation is necessary education in WIOA at Puerto Rico
- Ryley (1001423134724492891):I agree that transportation is a huge component - especially we people have to job develop along a bus line in a rural community!
- Don (1000723343405986890):rural areas are often challenged to have adequate staff and resources to give special attention to serving customers with disabilities
- Michael (1001423734003229119):The requirement that any person with a disability under the age of 24 has to have multiple attempts at integrated employment is a "failure first" philosophy that would undoubtedly, needlessly expose too many people to harm to their dignity and other harm.This is measuring the person as a successful outcome based on their employment, not on just being.The WIOA left language that exemptions will be given.I truly hope that people are not needlessly harmed by limited exemption
- Frances (1000723343405993618):The ability to discuss unique cases with someone that has knowledge of disabilities and guidelines of services we can offer to that individual.
- Maritere (1001423354947628734):Agree with Don!
- Marilyn (1001423960078769361):I agree with Cheryl!
- Barbara (1000723343405972962):use technology more to reach those in rural areas
- Larry (1000723343405971057):We must involve The Department of Transportation at both the state and federal levels to address the issue.
- Don (1000723343405986890):transportation is often an issue especially for remote rural areas
- Julia(1001424550546361660):I think this question format was fun. It would be cool to have small group chat rooms to really be able to discuss in more detail.
- Lori (1001112334334868779):Hands on training is useful for adults/youth so not just on-line training is useful
- Barbara (1000723343405972962):I agree with Michael
- Tom (1001424543810922862):the percentage of integrated employment for individuals with IDD has been stagnant for many years, unless we take a hard look at why community employers are not "seeing" individuals with IDD as potential employees and educating families early on that their loved one has the ability to be a valued member of their community, that number will not change. We need to work with families early on and work with community employers to educate and get them so they aren't "afraid" of individuals with IDD

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- Julia(1001424550546361660):I do wonder how someone using dragon or other AT would be able to keep up.
- Miranda (1000723343405984485):An increased focus on financial capability would be beneficial. This is mentioned, but it's pretty superficially referenced considering how completely VITAL this component is to truly moving people with disabilities off public benefits and onto a path to the middle class. Training and targeted technical assistance on increasing financial capability would be massively beneficial to AJCs and partners.
- Barbara (1000723343405972962):educate large numbers of employers about the benefits of hiring
- Robin (1001411343884136195):Your sound is being broken up
- Suzanne (1001231359408876228):Bring CMS into the conversation for employment services for those with more significant disabilities. They pay lip service only but won't add to the knowledge base and yet they hold a huge piece of the puzzle as far as benefits planning and going to work
- Gwendolyn (1001423351098577105):Thank you
- Alicia (1001409136916044040):Thanks!
- Carrie (1001423358025125224):Thank You
- Suzanne (1001231359408876228):Great Job KimOlder workers ROCK
- Davetta (1001423950594543173) 2:Thanks
- Kay (1001423357139492872):Thank you so much, this was vey informative and fun.
- mary (1001333147957211777):Thank You!
- Martina (1001305154265617096):Thank you.
- Heather (1001424534004698166):I look forward to future trainings and uploaded info. TThank you
- Judy (1001423850502247460):Thanks
- Judith (1001423465035740040):The audio quality was really poor.The volume on your mics needs to be adjusted!
- Jennifer (1001423850618762099):i had to connect for audio by phone.the input by attendees is great
- Laura (1001423844239531442):Thanks to all
- Norine (1001407929663046637):Enjoyed the experience of participation.Taught me something neww
- Theresa (1000723343405978713):Good discussion and questions.
- Nadine (1001327336226743303):Thank you
- LaTanya (1001424547616400360):Thanks for the information!
- Ryley (1001423134724492891):Thank you! I think this was a useful platform and I hope there are future opportunities like this!
- Bill (1001133632400255888):Outstanding first step to outreach to the national community!
- Marilyn (1001423960078769361):Thank you
- Lee (1000723343405971356):Thanks so much for the opportunity to provide our input!
- Miranda (1000723343405984485):Thank you!
- Carol (1000723343405989802):Pace of comments too fast and print to slow- impossible if someone is using a screen reader.But content was great.
- Waleska (1001423732114919685):thank you
- Claudine (1001000543919239208):Very good session, Thank you!
- Maritere (1001423354947628734):Many thanks!
- Jacqueline (1001424064652407799):Thank you!
- Nakia (1001424380580739273):thank you
- Eva (1001423955185348723):thank you
- Tressella (1001423141509148501):Thank you, it's good to see other's viewpoints.

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- sebrena (1001423237234470257):Thank you!
- Carol (1000723343405989802):I ment print too small.
- Tom (1001424550798093693):Thanks
- Suzanne (1001231359408876228):Sound kept breaking up. Some speakers were loud and clear and others not so much.
- Marie (1001423734438841796):The format is not very user-friendly. I'm sure there were lots of great ideas but they scroll by too fast to read.
- Larry (1000723343405971057):Thanks
- Julia(1001424550546361660):Agree about the volume. I had mine turned up all the way and while I could hear it, it would have been nice if it was a little louder.
- Kathy (1001423737842895594) 2:Audio quality poor at times. Would like to know if and how the chat window can be magnified.
- Daniel (1001424536021185152):Thank you! This was very helpful and informative
- karen (1001424463767983187):Brian, there are person with disabilites who have had that training and support and are NOT able to function at 100% because their developmental level is only at a 2nd graders level. There is not enough training in the world to change these disabilities
- Julia(1001424550546361660):Thanks for listening/
- Larry (1000723343405971057):The phone was just fine
- Susan (1001423453924216577):This format is very helpful. The questions are good ones.I have not seen the compilation of the comments from the last webinar. Did not see them on the website.I will look again.But if they are not there, please post those in addition to today's comments.
- Cheryl (1000723343405994590):I will know more about how valuable it was after seeing the comment in print. too difficult to follow.
- Tanea (1001423357405864083):Unfortunately, I was unable to hear anything but I was able to follow the notes. Thank you for a good powerpoint & notes.
- Samuel(1001132648013698444):Thanks
- Robin (1001411343884136195):This screen print is too small. I would expect at least a 12 point font - this reads abotu 8 or less on my screen.
- sebrena (1001423237234470257):I would recommend to other colleague.
- Monica (1001423850598304222):Individuals must have choices.While I understand the thoughts behind this legislation, it seems that we are forgetting those that simply don't want to work in the community.There is concern as this proceeds forward that these individuals will be forced into other services that they really don't prefer.We truly hope that the choice of the individual remains the focus of the system.
- Kristina (1001326067930273862):I couldn't really grasp others ideas... everything went way to fast in the scroll box.As great as the brainstorming questions are, I would have liked to see everyone's responses/ideas.
- sebrena (1001423237234470257):The audio quality was good.
- Melodie (1001424165582321710):individuals with complex co occurring issues often experience homelessness and offender backgrounds.one stops struggle with job readiness for these individuals.employment may actually assist with stability but one stops may require that individual to become 'stable' first.it's the chicken and the egg.
- Janet (1001423440368354299):The audio was choppy but cell phone reception is sketchy today as well. The scroll box went way too fast.
- Monica (1001423850598304222):Thank you for the opportunity for input.
- Susan (1001409350496115410):It was great to be able to learn more and share information with colleagues across the nation.

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- Riva (1001424528569385661):Thanks! Audio was a bit of an issue but very informative. Would like to see a webinar offered that addresses the funding issues for individuals with disabilities. Especially focusing on on-going supports.
- Michael (1001423734003229119):"Sheltered workshops" and "sub-minimum wage programs" have become harmed by an advocacy that looks at the worst examples rather than supporting the best.These programs can help prepare people for future employment opportunities where current ones dont exist.If either are eliminatedfully, unemployment for persons with ID/DD will be over 90%.Understand that a person with loss of limb and site, but cognitively intact can run a company or a country, but the same cannot be said for a person with cognitive limitations who is physically intact.The ID/DD population has to emerge as a separate entity in these talks for their needs to be realistically identified and funded.CRP and Sheltered Workshops can exist in an Employment First world where they are surveyed on their employment and development outcomes.The two best predictors for economic achievement are education and work experience, both of which CRPs can provide based on customized services.
- Norine (1001407929663046637):Good idea to sign on early and provide instructions and option to write intro in the chat box.Kind of got everyone warmed up.
- Greta (1001420841058603747):It was the first webinar that I have heard anyone mention "individuals with hidden disabilities".
- Joel (1001423758895478670):If possible break topics into smaller chat rooms so people could have more dialog. Went way to fast to digest.
- Bill (1001133632400255888):Ranked excellent because the approach was to get input from the field to help develop future programsas oppose to lecturing from theory on how a plan should be implemented.
- Toby (1000927141589675791):Having comments moving on the screen while you are trying to focus in a figure out what they say is a worst case nightmare for folks with dyslexia.
- Michael (1001423734003229119):Employment First means that employment in the community at or above minimum wage with benefits should be the first and preferred option, but its foolish to think its the only option.I produced a list of 17 levels from total independent employment inthe community, to total care required.Community employers and VR programs can't customize this level of care, that is where CRPs are needed and should be both funded and accounted for
- charlie:The format was great, but the very wide variety of participants and the range of topics made it difficult to follow. That is part of the problem with WIOA - it is predicated on the idea that better coordination across a very wide spectrum of services is both possible and a substitute for funding. Changes in the everwidening range of disabilities and requirements of the world of work do not mean we can coordinate more and spend less. VR and other programs cannot continue to produce the results that came from serving a much narrower range of individuals and helping them to a much less complex work world.
- Dan (1001106157156721692):Great way to get a sense of the thinking and perspective on these things across the country...
- Geanice(1001213736918044285):Excellent because it gave everyone a chance to participate.
- Michael (1001423734003229119):Transition programs are another key piece of the WIOA.Currently, in the ID/DD career field, it is an increasing emphasis, particularly with having people with ID/DD graduate transition with their "job intact".I think we have to stop our matrix measurement charge at times to consider the implications.how many people without disability graduate with their job intact? Why do people with ID/DD have to have their job intact?This sounds dangerously segregating to me, with the unintended result being convenience to everyone by the individual.Job intact- problem solved!The typical pathway for people without ID/DD is to go into one of two "weeks: a "work-week" or a "school-week/ college".Day training centers and sheltered workshops are being closed or threatened for closing, and moving people

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with ID/DD into "community-based" programs" , whose program weeks are based on volunteering , community consumerism, and attempts to find work.This is misguided

- Michael (1001423734003229119):to continue... This is misguided in that people without disabilities participate in these activities outside of their "work/school" week; you pick up your shampoo on the way home from work,or have lunch in the community during your lunch break at school.CRPs and Developmental Training centersare best equipped to support the individual with ID/DD to develop those 2 best employment predictors: education and work experience.To say a person has a better chance of finding a job through going to a bowling alley instead of building their resume in a sheltered workshop is unexplainable.What we have to do is professionalize, and not demonize, sheltered workshop, CRPs, and developmental training centers to get them closer to their true intended purposes.we do this with proper funding, updating the regulations, instill core learning skills , and dare say even create a curriculum standard, rather than having a country full of underpaid social service workers winging it day to day.
- Anna Maria(1001424529752553593): could not follow the format it was great to see the participation from everybody but it was very difficult to read what everybody wrote