Disability Employment Initiative (IN-DEI)

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IN-DEI

• October 1, 2012 to September 30, 2015

• October 1, 2013 – begin “live” implementation of IN-DEI within the American Job Centers

• Improve coordination and collaboration among employment and training and asset development programs implemented at state and local levels, including the Ticket to Work Program
PROJECT SCOPE

• Provide effective and meaningful participation of individuals with disabilities in the workforce.

• Build effective community *partnerships* that leverage public and private resources to better serve individuals with disabilities and improve employment outcomes.

• Improve accessibility, capacity, and accountability of the WorkOne system to serve individuals with disabilities resulting in education and career pathways that lead to unsubsidized employment and economic self-sufficiency.
FOCUS

- DEI will serve adult Hoosiers (ages 18-64) with disabilities, be it:
  - Physical;
  - Developmental;
  - Psychiatric or other non-visible disabilities,
  - Persons who have or are eligible for Ticket to Work;
  - Disabled Veterans or eligible spouses, and
  - Individuals with disabilities who have additional barriers to education, training, or employment success.
OUTREACH EFFORTS

- Lack a high school diploma or GED
- Basic skills deficient
- Criminal record
- Homeless and/or receive TANF benefits

- Community Mental Health Centers (CMHCs)
  - Provide enhanced services to individuals with moderate to severe mental illness, a sub-group of persons with disabilities facing extreme levels of unemployment and poverty.
PARTICIPATING REGIONS

- Pilot Regions
  1, 2, 4, 7, 9

- Control Regions
  5, 6, 11, Marion Co
PILOT SITE VERSUS CONTROL SITE

- Pilot regions will:
  - Implement the grant
  - Operate as an Employment Network
  - Participate in the Social Security Administration’s Ticket to Work (TtW) Program
  - Hire a full-time staff person – Disability Resource Coordinator (DRC)

- Control regions will:
  - Serve as the comparison group and participate in the evaluation process
American Job Centers and Federal Funding Streams
WORKONE OFFICES

• Obtain information on a full array of employment-related services

• Receive help filing claims for unemployment insurance and evaluating eligibility for job training and education

• Obtain job search and placement assistance, and receive career counseling.

• Have access to up-to-date state and regional labor market information.

• Serve as a single point of contact for employers
FEDERAL FUNDING STREAMS

(The Wagner-Peyser Act of 1933)

Core/Informational Services: Services that are regularly available to any individual visiting a WorkOne office. Examples include information workshops (i.e. resume writing, interview skills), searching the job bank, and taking skill assessments.

(The Workforce Investment Act of 1998)

Intensive Services: Individualized services are provided when an individual needs in-depth assistance in order to secure and/or succeed in employment. These are most-likely provided on a one-on-one basis to the participant by WorkOne staff.

Training Services: WorkOne provides funding to a third party entity to provide an eligible individual with occupational training for a job in a high-wage/high-demand industry. Examples include: Individual Training Accounts (vouchers provided to individuals to attend occupational skills training at an eligible institution), or On-the-Job-Training.
AVAILABLE RESOURCES

• Leverage and incorporate resources to ensure that individuals have access to education and training opportunities that promote their employment goals.

• Access to free accessible online career interest, skills, and work values assessments – IndianaCareerExplorer.org

• Individuals will have their basic skills assessed utilizing the Test for Adult Basic Education (TABE) and those who are basic skills deficient or who lack a high school diploma or GED will be referred to Adult Basic Education for educational enrichment.
AVAILABLE RESOURCES (cont)

• Individuals:

  • Will have access to Mind Leaders e-training, WorkKeys assessments, and WIN career readiness training

  • Interested in advanced training or post-secondary education will have access to training dollars and supportive services

  • Seeking post-secondary education will file a Free Application for Federal Student Aid (FAFSA) to ensure that all available student financial aid is utilized first
IN-DEI Components
GRANT CATEGORIES

1. IN-DEI State Lead
   • State Level Taskforce

2. Five Disability Resource Coordinators (DRCs)
   • Five Local Level Taskforces

3. Community Mental Health Centers (CMHCs)

4. Employment Network / Ticket to Work

5. Service Delivery Components
GRANT CATEGORY #1

ROLE OF THE IN-DEI STATE LEAD
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• Serves as the primary contact and works with the Employment & Training Administration (ETA) Federal Project Officer, ETA Grant Officer, and the national DEI Office representatives

• Facilitates state and local DEI participation in training and technical assistance activities

• Establishes and coordinating partnerships with other state-level agencies that may be critical to the success of education, training and employment activities

• Coordinates implementation of the Ticket to Work administrative activities

• Facilitates implementation of additional data collection and process evaluation requirements
GRANT CATEGORY #2

ROLE OF THE DISABILITY RESOURCE COORDINATOR (DRC)
DRC RESPONSIBILITIES WITHIN PILOT SITE

• Conduct Americans with Disabilities (ADA) surveys at WorkOnes
• Assess the availability of software and technology equipment
• Establish various public and private partnerships and engage local chambers of commerce, key employers, and other economic development stakeholders
• Identify and reach-out to potential individuals who have an available Ticket to Work and live within the pilot region.
• Oversee the development and coordination of the Integrated Resource Teams (IRTs)
• Convene a local taskforce to coordinate service delivery and strategy deployment
GRANT CATEGORY #3
COMMUNITY MENTAL HEALTH CENTERS (CMHC)
COMMUNITY MENTAL HEALTH CENTERS

• Available funding - $403,239

• Funds are awarded competitively that meet certain criteria (scope and details provided at a later date)
  • Approximate timeframe is January 2014

• Contract will run for the duration of the grant (September 30, 2015)

• To be eligible, the CMHC must be an EN within the pilot regions
CMHCs (cont)

- CMHCs will provide specific expertise and support to individuals with moderate to severe mental illness.

- Individuals will receive very specific expertise on mental illness from the CMHCS and also receive assistance with job development and job placement within the One-Stop Centers.

- CMHCs will use the same outcomes identified in the IN-DEI grant but will fill in their specific goals (results will be added to the state’s cumulative goals).
GRANT CATEGORY #4

EMPLOYMENT NETWORK AND TICKET TO WORK
EMPLOYMENT NETWORK / TICKET TO WORK

• The Ticket to Work (TtW) Program was established by the Social Security Administration

• The individual can assign their Ticket to a participating Employment Network (EN) for assistance in achieving their desired vocational goal

• Provides payments to participating ENs for assisting the individual in becoming self-sufficient through employment

• The goal is to decrease the individuals dependence on their cash benefits (SSI/SSDI) by increasing their work effort to sustain gainful activity and achieve self-sufficiency
TICKET TO WORK (cont)
E-data / Outreach

- Designated person will obtain security (suitability) clearance to access the portal to conduct Data Match (e-data).

- Individuals with security clearance can submit data through a secure portal to MAXIMUS – the Operation Support Manager (OSM). The portal will show immediate results of who has an assignable ticket.
  - Send letter to individuals identified as having a ticket available for use and invite them to attend a TtW workshop.

- Outreach to individuals who have a Ticket available for use through mail, e-mail, phone call, etc.
GRANT CATEGORY #5

IN-DEI SERVICE DELIVERY COMPONENTS
IN-DEI Service Delivery Components

- Integrated Resource Teams
- Partnerships and Collaboration
- IN-DEI Participant
- Leveraging Resources, Braiding & Blending Funds
- Asset Development
SERVICE DELIVERY COMPONENT: PARTNERSHIP AND COLLABORATION

• Creates the opportunity for coordination with a variety of partners who impact the ability of individuals with disabilities to successfully participate in education, training, and employment opportunities

• Examples of partners include Vocational Rehabilitation, Medicaid/Medicare, Mental Health, Temporary Assistance for Needy Families; higher education institutions; and financial literacy and asset development programs and resources

• A statewide taskforce and local planning committees will be convened to ensure a high degree of collaboration occurs at all levels of implementation
STATE LEVEL TASKFORCE

- Consist of high-level stakeholders
- Subject-matter experts in disability and mental health
- Will guide the implementation of the grant
- Meet on a quarterly basis
- Create multi-agency funding and program flowchart
IN-DEI STATE TASKFORCE

- Family & Social Services Administration (FSSA):
  - Division of Family Resources
  - Division of Mental Health and Addiction
  - Division of Disability and Rehabilitative Services
  - Office of Medicaid Policy and Planning
  - Bureau of Rehabilitation Services / Vocational Rehabilitation

- Social Security Administration – MAXIMUS, Operation Support Manager (OSM) for the Ticket to Work Program

- Indiana Institute on Disability and IU
- Mental Health America of Indiana
- Indiana Association of Rehabilitation Facilities, Inc.
- Brain Injury Association of Indiana
- Indiana Department of Correction
- DWD / Field Operations – oversees 11 regions and Marion County
- DWD / Field Operations – Veterans’ Employment Programs
- DWD / Field Operations – Hoosier Initiative for Re-Entry
SUB-COMMITTEES (MINIMUM)

- Asset Development – explore the curriculum, services, and support needed within the pilot regions

- Education and Training – explore the availability of learning and skill assessments, as well as accessibility of education and training programs

- Employment Development – explore opportunities to enhance access to on-the-job training, apprenticeships, and work experiences

- Sustainability – develop a long-term implementation of best practices, technical assistance, and collaboration after the grant period
The regions will also form local taskforces. At a minimum, the committee will consist of the following members:

- Local EO Officer
- DRC
- Representative from the Division of Disabilities and Rehabilitative Services
- At least one community service provider
- Mental Health and Addictions
- Veterans services representative
- At least one high-education representative
- At least one business and/or professional association
SERVICE DELIVERY COMPONENT: INTEGRATED RESOURCE TEAMS (IRT)

• IRTs will have a minimum of three members (in addition to the individual with a disability)

1. DRC

2. Individual’s primary case manager (can not be the Disability Resource Coordinator)

3. One other partner

– If the individual with a disability is a veteran, a veteran’s services representative must also serve on the IRT
ROLE OF THE IRT

• IRT is client-focused!

• Combine efforts from different agencies and service systems to coordinate services and leverage funding to meet the educational, employment, and/or training needs of the individual with a disability

• Avoids duplicating services!

• DRC coordinates and oversees framework

• Lead to the outcome of increased living wage, permanent employment for individuals with disabilities or multiple challenges to employment AND increased WIA access.
An IRT may consist of members from a wide variety of community programs and service providers, including:

- **The Workforce Investment system**
- Mental Health
- Vocational Rehabilitation
- Independent Living Center
- Programs for Deaf & Hard-of-Hearing
- Commission for the Blind
- Community Work Incentives Coordinator
- Supported Employment Specialist
- Housing Provider
- Temporary Assistance for Needy Families (TANF)
- Advocates / Friends of Job Seeker
SERVICE DELIVERY COMPONENT:

Integrating Resources and Services, Blending and Braiding of Funds, and Leveraging Resources

- Create a multi-agency funding and program flowchart
  - Top priority for the State Taskforce

- Allow field offices to identify available programs and services

- Will provide consistency to referrals

- Provide guidance on how and when to utilize funds to meet the individual’s needs without duplicating services or double-dipping
SERVICE DELIVERY COMPONENT
ASSET DEVELOPMENT

• Designed to enhance long-term self-sufficiency
• Examples include benefit and work incentives counseling, financial literacy, and tax credit information and filing assistance
• **Current – September 30, 2013:** Increase staff awareness of asset development and available resources
• **October 1 – September 30, 2015:** Pilot regions will receive money to host Regional Asset Development Fairs within their communities
• The State Lead and DRC will work with stakeholders, partners, and community leaders to leverage resources and develop sponsorships
Outcomes
ANTICIPATED OUTCOMES

• Expanded partnerships among the systems serving adults with disabilities

• Increased/Enhanced accessibility and usability of the WorkOne system by adults with disabilities

• Improved education, training, and employment outcomes for adults with disabilities by increasing the number of enrollees in WIA Intensive and Training Services
ANTICIPATED OUTCOMES (Cont)

• Increased the utilization and support offered by the Ticket to Work program

• Increase the number earning industry-recognized credential

• Increase the number earning a work readiness credential

• Number of One-Stop Customers with disabilities co-enrolled by One-Stop Partners

• Sustainability!
DRC Contact Info
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<tr>
<th>First</th>
<th>Last</th>
<th>Region</th>
<th>Organization</th>
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Questions?

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