

Disability Employment Initiative

(IN-DEI)

Kelly Brown

IN-DEI State Lead

KLBrown@dwd.IN.gov

Phone: 317-233-8279

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.

- Pilot Regions
1, 2, 4, 7, 9
- Control Regions
5, 6, 11, Marion Co

Indiana

★ = WorkOne Full Service Center
 ☆ = WorkOne Express Center

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

ROLE OF THE IN-DEI STATE LEAD

- 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)

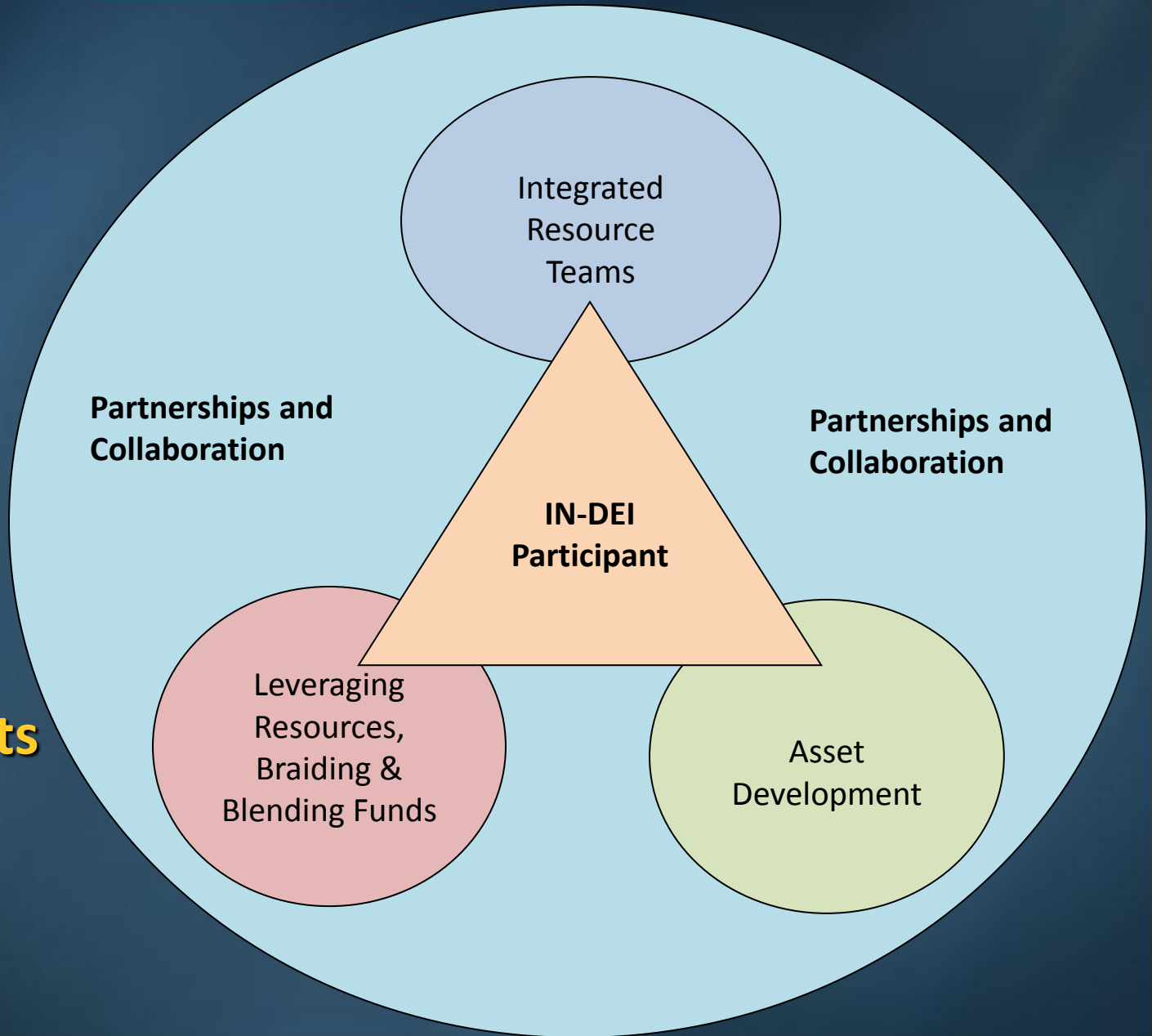
E-data / Outreach

- 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**



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

LOCAL TASKFORCE

- 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.

IRT (CONT)

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

DRC CONTACT INFO

First	Last	Region	Organization	Address	Phone Number	E-mail
Martina	Tovar	1	Center of Workforce Innovations	2804 Boilermaker Court, Ste. E Valparaiso, Indiana 46383	219-462-2940, ext. 40	mtovar@innovativeworkforce.com
Amanda	Nelson	2	WorkOne Northern Indiana	851 S. Marietta Street (Monroe Industrial Park) South Bend, IN 46601	574.237.9675	ANelson@GoToWorkOne.com
Susie	Perkins	4	Region 4 Workforce Board	2350 Shadowbrook Dr. Peru, IN 46970	765-252-9455	sperkins@tap.lafayette.in.us
Julie	McBride	7	WorkOne Western Indiana	630 Wabash Avenue, Suite 205 Terre Haute, IN 47807	812-238-5616	j.mcbride@workforcenet.org
Stephanie	Frondorf	9	Indiana Region 9 Workforce Board, Inc.	9 East High Street Lawrenceburg, IN 47025	513-335-4868	sfrondorf@indianaregion9.org

Questions?

Kelly Brown

IN-DEI State Lead

KLBrown@dwd.IN.gov

Phone: 317-233-8279