

QUICK REFERENCE GUIDE

"I don't want to start at the bottom again earning minimum wage."



This quick reference guide provides information and resources to guide individuals if they experience the barrier identified in the handout.

Workforce Innovation and Opportunity Act

The Workforce Innovation and Opportunity Act (WIOA) was enacted to help job seekers access employment, education, training and support services to succeed in the labor market, and to match employers with the skilled workers they need to compete in the global economy. This includes services for individuals with significant barriers to employment—some veterans, individuals with disabilities, out-of-school and at-risk youth and other populations—to help ensure that everyone has an opportunity to get a good job.

WIOA guides service delivery through the national public workforce system, also known as American Job Centers (formerly known as One-Stop Career Centers). WIOA was enacted to improve multiple employment, training and education programs through a “one-stop” delivery system that is universally accessible to a diverse population.

American Job Centers

It is reported that more than seven million job seekers, workers and businesses access American

Job Centers (AJCs) nationwide each year. AJCs provide a range of services, some of which vary from region to region. The best way to learn about the services at your local AJC is to visit the CareerOneStop website, which provides access to an array of resources including:

- ➔ **Job Search**
- ➔ **Find Training**
- ➔ **Explore Careers**
- ➔ **Find Local Help**
- ➔ **Find Individualized Resources for Workers:**
Veterans, Youth, Individuals with Disabilities, Individuals with a Criminal Conviction, Entry-Level, Career-Changers, etc.

The CareerOneStop ([careeronestop.org](https://www.careeronestop.org)) website also highlights answers to questions such as, “Is there money for training?” or “Which careers pay the most?”

Section 503: Requires Federal Employers to Take Affirmative Action to Recruit, Hire, Promote and Retain Individuals with Disabilities: bit.ly/2uUlfGO

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Disability Employment Initiative (DEI)

Individuals with disabilities continue to be disproportionately unemployed and underemployed. Through a variety of pilot projects, the public workforce system has worked to more systematically address this issue.

The Disability Employment Initiative (DEI) is a collaboration of the U.S. Department of Labor's (USDOL) Employment and Training Administration (ETA) and the Office of Disability Employment Policy (ODEP), to improve effective and meaningful participation of persons with disabilities in the workforce system with grant awards to state workforce agencies to support AJCs.

Since 2010, USDOL has awarded more than \$123 million to 49 projects within 28 states. Recent DEI cooperative agreements incorporate a Career Pathway focus which is fully aligned with the goals and objectives of WIOA. DEI strategies include:

- ➔ Developing collaborative partnerships at the state and local levels across multiple service delivery systems
- ➔ Supporting job-driven approaches in career pathways and programs to equip individuals

with disabilities with the skills, competencies and credentials necessary to help them obtain in-demand jobs, increase earnings and advance careers

- ➔ Promoting physical, programmatic and communication accessibility
- ➔ Providing flexible approaches to designing and providing training, supportive activities and innovative workplace strategies
- ➔ Expanding the public workforce system's capacity to become an Employment Network (EN) under the Social Security Administration's Ticket to Work program, a free and voluntary Social Security program that helps people who receive disability benefits return to work or work for the first time

DEI Active States Map:
dei.workforcegps.org

Section 188 Disability Reference Guide

There is no one pathway to ensuring equal opportunity and nondiscrimination in the workforce system. However, there are best practices that significantly expand access for individuals with disabilities.

Section 188 prohibits discrimination

against individuals in any program or activity that receives financial assistance under Title I of WIOA, as well as by the partners listed in WIOA. The 188 Disability Reference Guide is a promising practices guide that directly correlates with the requirements of Section 188. It is a tool that can be referenced collaboratively by workforce professionals, AJCs and any partners to learn and apply strategies that not only meet compliance regulations, but positively impact employment for people with disabilities.

[Section 188 Disability Reference Guide: A Blueprint for Improving Access, Equal Opportunity and Employment Outcomes:](#)
bit.ly/2uCxexl

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- Your job search: bit.ly/2wJb5uY
- Create an impressive resume: bit.ly/2w3v8qH

Vocational Rehabilitation: A Core Partner of the Workforce Development System

A key tenet of WIOA is enhancing coordination and collaboration among programs. This focus on streamlining services results in a more customer-focused service delivery system, with emphasis on increased access to individuals with disabilities and others with employment barriers.

In keeping with WIOA's focus on delivering integrated, coordinated services, regulations were developed

in partnership with multiple federal agencies. One of these core partners is Vocational Rehabilitation (VR).

VR collaborates with the workforce system at the state and local levels to strengthen career pathways, work-based learning, sector strategies and business engagement, while ensuring effective services to individuals with disabilities.

By contacting your local VR office, you will tap into an array of resources related to employment options for people with disabilities. Be sure to inquire about how your local VR office collaborates with your regional workforce system to ensure access to all workforce services available.

Vocational Rehabilitation Offices:
bit.ly/2vx9yd1