



# Addressing Barriers to Employment II: Learning Disabilities and Basic Adult Education

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# What is a Learning Disability?

A learning disability in adults is an impairment (physical or mental) that substantially limits one or more major life activities. The Americans with Disability Act of 1990 affords civil rights protection to individuals with disabilities. It guarantees equal opportunity in public accommodations, employment, state and local government services and telecommunications.

*Specifically looking how it affects the ability to work and be self-sufficient*



# Benefits

When we allow individuals with learning disabilities equal opportunity in work accommodations we all benefit. We get Citizens with increased purchasing power and heightened self-esteem who have the ability to lead fuller, more productive lives and have a greater sense of independence.



# Challenges

- *Learning disabilities are Lifelong*
- *Tough Economy (for anybody)*
- *Education*
- *Job Skills*
- *Receptive Work Environment*
- *Lack of Communication Skills*
- *Lack of Social Skills*
- *Fear of others knowing you have a Learning Disability*



# Collaboration

- Encourage DSS agencies to share consumer specific information with NCDVRS personnel
- *Encourage DSS agencies to include NCDVRS staff in any child and family teams*
- *Involve NCDVRS in planning and Policy discussions on issues that impact the population that NCDSS serves*
- *Share research of federal and state law and policy for that population being served*



# Partnership with Voc Rehabilitation

- The NCDSS and NCDVRS entered into a MOA effective 5/1/12
- *Identified the role of each agency at the State and local level*
- *Referral Form*
- *Mutual Responsibility Agreement*
- *Help individuals with disabilities in preparation*
- *Obtain employment*
- *Reach self-sufficiency*



# Role of Vocational Rehabilitation

- Confirm Disability
- *Screening*
- *Assessment*
- *Evaluation*
- *Supportive Services*
- *Transportation*
- *Self-Sufficiency*



# Assessment

- Evaluation of work potential and skills
- Guidance and Counseling
- Physical or mental restoration
- Durable medical equipment
- Vocational or Postsecondary Services
- Supportive Employment Services
- Work Adjustment Training
- On-the-Job Training
- Placement Equipment and Tools



# Assessment continued

- Job Development and Placement
- Assistive Technology Aids and Devices
- Interpreting Services (American Sign Language & Foreign Languages)
- Transportation
- Maintenance in the support of other rehabilitation services
- Rehabilitation Engineering
- Modification to home, vehicle or job site



# Services Provided by NCDSS

- Work First Monthly Case Assistance through TANF funds
- Food and Nutrition Services
- Benefit Diversion Assistance
- Work First Services to Families within the at or below 200% of the Federal Poverty Level
- Emergency Assistance
- Job Bonus
- Case Management Services
- Low Income Energy Assistance
- Transportation Assistance



# Services Provided by NCDSS continued

- Work Related Expenses
- Participation Expenses (for allowance of participation in Work First activities)
- Referrals (including child care, WIC services, community resources)
- Child Protective Services
- Child Placement Services
- Adoption Services
- Link Services for current & former youth in Foster Care
- Intensive Family Preservation, Family Reunification, Adoption Promotion & Support, Family Support



# Referral Form

- DSS-6226
- Method of Communication between Agencies
- Reason for Referral
- Feedback



# Numbers Served

- VR specialists in all 100 counties in NC
- Assessment services provided to 11,902
- Counseling and guidance to 3,881
- Diagnosis and treatment of impairments to 7,096



# Community College

- VR assessment indicated benefit from additional education
- Orientation
- Community College assessment
- Resume Assistance
- Interviewing Skills
- Job Readiness
- Independent Job Search
- Referral back to Vocational Rehabilitation



# Community College Enrollment

- Specific Skills Training
- HRD
- GED
- ABE
- WIA
- Literacy Council



# Internship & Apprenticeship

- Explore career interest and observe abilities
- Valuable Training
- Learn skills required for a particular job or career
- Hands on
- One-on-one Mentoring
- Extended Training



# Scenario

Amy is a 23 year old mother of 2 who was referred to VR for assessment. Amy was placed in a subsidized position at an Employment and Training Center doing production work. The shelter environment provided supervision in a controlled environment. Amy was successful in the placement and eventually went on to full time employment at a local manufacturing company.



# Questions & Feedback



Thank You!!



# Contact Information

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