



LEAD CENTER

Career Pathways and Guided Group Discovery: Paving the Way to Employment

Supporting the path
to employment and careers

*The LEAD Center is led by National Disability Institute and is funded by the Office of Disability
Employment Policy, U.S. Department of Labor, Grant No. #OD-23863-12-75-4-11*

TODAY'S SPEAKERS

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AGENDA/OBJECTIVES

- Explore the inclusion of TANF recipients in Inclusive Career Pathways systems
- Discuss the rationale for using Guided Group Discovery as a Universal Design approach
- Engage in a review of the Guided Group Discovery Process, Materials and its role in promoting Customized Employment
- Explore options for cross-system collaboration through discussion with a pilot project partner



OFFICE OF DISABILITY EMPLOYMENT POLICY

- ▶ Created as a sub-cabinet level agency in 2001.
- ▶ Develops and promotes policies and coordinates with employers and all levels of government, both Federal and state, to increase workplace success for people with disabilities.
- ▶ Specific focus includes Return-to-Work for individuals with barriers to employment



The National Center on Leadership for the Employment and Economic Advancement of People with Disabilities (LEAD) is a collaborative of disability, workforce and economic empowerment organizations led by **National Disability Institute** with funding from the **U.S. Department of Labor's Office of Disability Employment Policy**, Grant No. #OD-23863-12-75-4-11.



LEAD CENTER MISSION

- ▶ To advance sustainable individual and systems level change that results in improved, competitive integrated employment and economic self-sufficiency outcomes for individuals across the spectrum of disability.

www.leadcenter.org



INCLUSIVE CAREER PATHWAYS



WHAT ARE INCLUSIVE CAREER PATHWAYS?

- ▶ Programs and approaches designed to support people whose career options have been limited
- ▶ They are designed for people who may lack the academic and/or technical skills necessary to complete the credentialing requirements of many key high-demand high-growth career opportunities.



WHO BENEFITS FROM INCLUSIVE APPROACHES?

- ▶ People with disabilities, returning citizens, people without a high school diploma and/or little-to-no post-secondary education, English language learners, and others who might require additional support.
- ▶ Inclusive approaches bring together employers in key industries with community colleges, disability partners, government agencies, community partners, and social service agencies to develop and implement strategies for overcoming the workforce barriers.



DOL'S COMMITMENT TO INCLUSION IN WORKFORCE PROGRAMS

- ▶ LEAD Center and Disability Employment Initiative
- ▶ Section 188 – Equal Opportunity Regulations and Promising Practices Reference Guide
- ▶ Investment in Employment First through the Employment First State Leadership Mentoring Program (EFSLMP)
- ▶ Promotion of Customized Employment as a Universal Design
- ▶ Promotion of Universal Design Strategies and Practices



INCLUSIVE CAREER PATHWAYS

- ▶ Using the Six Key Elements of Career Pathways, identify promising practices for including people who face barriers to employment in education, training, retraining, and advancement in systems that:
 1. Build cross-agency partnerships
 2. Identify industry sectors and engage employers
 3. Design education and training programs
 4. Identify funding needs and sources
 5. Align policies and programs
 6. Measure systems change and performance

[Career Pathways Toolkit: A Guide for System Development](#)
(U.S. DOL, 2016)



CAREER PATHWAYS KEY ELEMENTS



TANF-RELATED CAREER PATHWAYS RESOURCES

- [Information Memorandum on Supporting Career Pathways for TANF Recipients](#)
- [Promising Occupations Achievable Through Short-term Education or Training for Low-Income Families](#)
- [Resources for Connecting TANF Recipients and Other Low-Income Families to Good Jobs](#)
- [Using Data to Connect TANF Clients to Good Jobs: An Opportunity to Foster WIOA Partnerships](#)



RATIONALE FOR GUIDED GROUP DISCOVERY



ODEP CUSTOMIZED EMPLOYMENT GRANTS 2001 TO 2006

- ▶ Chronic Homeless
- ▶ Customized Employment
- ▶ Workforce Action
- ▶ Technical Assistance Resources



PROJECT DATA OUTCOMES

Hourly Salary:

96% earning above minimum wage

Average wage

\$8.60 (range \$2.38 to \$37.00/hour)

40% earning > \$8.15/hour

Hours worked per week:

33% worked full time (35+ per week)

46% worked less than 21 hours per week

20% worked 21 - 34 hours/week.

Fringe benefits: 27% offered at least one fringe benefit.

Career Advancement: 63% had a position with career advancement potential



FOR INDIVIDUALS

- ▶ Customized Employment produces high-quality employment with increased wages, benefits, and level of integration into the community for people with disabilities who were previously considered unemployable by some systems.
- ▶ Customized Employment can reduce reliance on public benefits.
- ▶ Use of Customized Employment strategies can result in employment or re-employment for other groups of people considered “hardest to serve” by the workforce system.



FOR SYSTEMS

- ▶ The integrated Customized Employment model increases efficiency through new partnerships and funding sources.
- ▶ Use of Universal Strategies in employment systems can change the way these systems are organized and operated, both for customers with disabilities as well as others with barriers to employment. This produces more effective services and outcomes.
- ▶ Leadership personnel are critical change agents for increasing employment for people with disabilities.



FOR EMPLOYERS

- ▶ Use of Customized Employment strategies can assist employers in retaining valuable staff.
- ▶ Use of Customized Employment strategies can assist employers to address specific conditions within their business that require attention.



WHAT IS DISCOVERY?

- ▶ A first step in Customized Employment
- ▶ A universal strategy for job seekers with multiple barriers to employment
- ▶ Discovery seeks to find who a person is right now
 - ▶ Interests and preferences
 - ▶ Skills and contributions
 - ▶ Conditions of employment
- ▶ Used to match job seekers to employer needs



DEFINITION OF CUSTOMIZED EMPLOYMENT IN WIOA

- Competitive integrated employment for an individual with a significant disability
 - that is based on an individualized determination of the strengths, needs, and interests of the individual with a significant disability,
 - Is designed to meet the specific abilities of the individual with a significant disability and the business needs of the employer, and
 - is carried out through flexible strategies...”

Section 7(7) of the Rehab Act, as amended by the Workforce Innovation and Opportunity Act (WIOA)



CE CIRCUMVENTS A COMPARATIVE APPROACH

Traditional job development strategies:

- ▶ Vocational Assessment
- ▶ Resume development
- ▶ Interview practice
- ▶ Responding to posted jobs (the public workforce, want ads, Craig's List, etc.)
- ▶ Applications and Interviews

A Customized Approach:

- ▶ Discovery
- ▶ Profiles. May include portfolios, picture or video résumés, etc.
- ▶ Informational interviews/connections
- ▶ Match skills and employer needs
- ▶ Employment Proposals



WHO BENEFITS?

Customization is *NOT* specific to disability.

A wide range of employers and job seekers can and are using the approach.

OVERVIEW OF GUIDED GROUP DISCOVERY PROCESS & MATERIALS



COMPONENTS OF A CUSTOMIZED APPROACH

- ▶ Discovery (Gathering Information)
- ▶ Profile or “Employment Blueprint” (Written summary of what was learned in Discovery)
- ▶ Customized Employment meeting and plan development
- ▶ Informational Interviews & Networking (Discovering employer and community needs)
- ▶ Proposing and/or negotiating employment opportunities



FORMATS FOR DISCOVERY

- ▶ Facilitated Discovery
- ▶ Self-Discovery
- ▶ Group Discovery



Callahan, Shumpert, and Condon (2009). *Discovery: Charting the Course to Employment*, pp. 13-14

GUIDED GROUP DISCOVERY

- ▶ Adapted from the work of Marc Gold & Associates; Griffin Hammis Associates; and TransCen, Inc.
- ▶ Involves self-reflection
- ▶ Offers the opportunity to learn and receive feedback from others
- ▶ Potentially for anyone, but not for everyone.



PARTICIPANT PROFILE FOR GUIDED GROUP DISCOVERY PARTICIPANTS

- ▶ Enjoys working with others
- ▶ Has one or more barriers to employment
- ▶ Has specific conditions of employment that need to be addressed
- ▶ Has been unsuccessful with traditional approaches
- ▶ Can stay focused on a topic for at least 20 minutes (with support as needed)



USES OF DISCOVERY

- ▶ Useful for initial assessment of skills, contributions and conditions of employment
- ▶ Identifies supports needed and partners to bring in (e.g., TANF, AJC, VR, DD, CILs, etc.)
- ▶ Creates a Blueprint for Employment that guides plan and job development
- ▶ Promotes braiding and leveraging of resources across systems
- ▶ Leads to successful outcomes for all!



PILOT SITE EXPERIENCE IN PHILADELPHIA



GUIDED GROUP DISCOVERY MATERIALS ON LEAD CENTER WEBSITE

- ▶ Comprehensive Power Point
- ▶ Participant Workbook
- ▶ Facilitator Manual, including
 - Participant workbook
 - Tools for facilitators
 - Discussion ideas and facilitator tips
- ▶ Blueprints for Employment

<http://leadcenter.org/resources/tool-manual/guided-group-discovery-resources-introduction-and-course-participant-workbook-and-facilitator-guide>



GUIDED GROUP DISCOVERY LESSONS

- ▶ Lesson 1 – Introduction to Guided Group Discovery and Identifying Employment Team
- ▶ Lesson 2 – Interests & Contributions
- ▶ Lesson 3 – Conditions, Accommodations & Disclosure
- ▶ Lesson 4 – The Art & Science of Networking
- ▶ Lesson 5 – Putting it All Together: Taking Action



EACH GUIDED GROUP DISCOVERY LESSON STRUCTURE

- ▶ Materials are arranged for 5 weekly lessons, lasting 1½ - 2 hours
- ▶ Lessons:
 - ▶ Overview
 - ▶ Review of assignments from previous session
 - ▶ Content & activities
 - ▶ Summary and review of assignment.
- ▶ Lessons can be adapted in length and frequency



HIGHLIGHTS FROM LESSON 1 – INTRO TO GUIDED GROUP DISCOVERY

- ▶ Get to know each other.
- ▶ Discuss different ways to approach job search
- ▶ Present the concept of Discovery and the Blueprint for Employment
- ▶ Identify your personal employment network
- ▶ **ASSIGNMENT:** Interview people in your personal employment network.



HIGHLIGHTS FROM LESSON 2 – INTERESTS & CONTRIBUTIONS

- ▶ Identify interests
- ▶ Identify skills and tasks
- ▶ Focus on Positive Personality Traits
- ▶ Identify Vocational Themes™
- ▶ **ASSIGNMENT:** Review Contributions Chart with at least one member of your team. Identify a few local businesses that could match your themes & benefit from your contributions.



HIGHLIGHTS FROM LESSON 3 – CONDITIONS, ACCOMMODATIONS & DISCLOSURE

- ▶ Conditions of Employment
- ▶ Job Accommodations
- ▶ Disclosing personal information
 - ▶ Personal decision
 - ▶ When to disclose
 - ▶ How to disclose
- ▶ Assignment: Personal decisions about disclosure and framing personal information



HIGHLIGHTS FROM LESSON 4 – THE ART & SCIENCE OF NETWORKING

- ▶ The importance of personal contacts in the job search
- ▶ Mapping out your own network (friends, family, “helpers,” community members, etc.)
- ▶ Developing a networking pitch
- ▶ **ASSIGNMENT:** Fine tune and practice your networking pitch.



HIGHLIGHTS FROM LESSON 5 – TAKING ACTION

- ▶ Practice Networking Pitch
- ▶ Review of previous lessons
- ▶ Update Blueprint
- ▶ Design Action Steps
- ▶ Optional employer engagement and/or supplemental content
- ▶ Congratulations!!!



AFTER GUIDED GROUP DISCOVERY...

Need to think through upfront:

- ▶ Who are possible partners?
- ▶ How will agencies partner?
- ▶ Who takes the lead?
- ▶ How are services coordinated?
- ▶ How might funding and resources be braided and leveraged?




LEAD CENTER WEBSITE RESOURCES

The screenshot shows the LEAD Center website interface. At the top, there is a navigation bar with links for "About Us", "Webinars", "News", "Blog", "Events", and "Contact Us". To the right of these links are social media icons for Facebook, Twitter, LinkedIn, YouTube, and Email. Below the navigation bar is the LEAD Center logo, which consists of a colorful geometric shape made of triangles. To the right of the logo is the text "LEAD CENTER" and the tagline "Office of Disability Employment Policy Driving Change * Creating Opportunity". A search bar is located to the right of the tagline. Below the search bar is a horizontal menu with several categories: "Home", "WIOA/ Workforce Development", "Customized Employment", "Financial Literacy & Capability", "Cross-System Collaboration", and "Advanced Search". The main content area features a featured webinar titled "What Disability Advocates Need to Know about WIOA Equal Opportunity Provisions". The webinar is presented as a slide with a purple background and white text. The slide includes a laptop image with the text "WEBINAR: What Disability Advocates Need to Know about New WIOA Equal Opportunity Provisions" on the screen. To the right of the laptop, there is a description: "View this webinar archive to learn what disability advocates need to know about changes in the Workforce Innovation and Opportunity Act's (WIOA's) Equal Opportunity Provisions (Section 188)." and a "View the Webinar" button. Below the featured webinar is a "Sign up for LEAD News" section with a text input field for "Email address" and a "Join" button. To the right of this section is an "employment" logo with a "Go" button and the text "Visit the most comprehensive Employment First site on the web!".



COMPREHENSIVE EMPLOYMENT FIRST RESOURCE SITE

employmentfirst.leadcenter.org

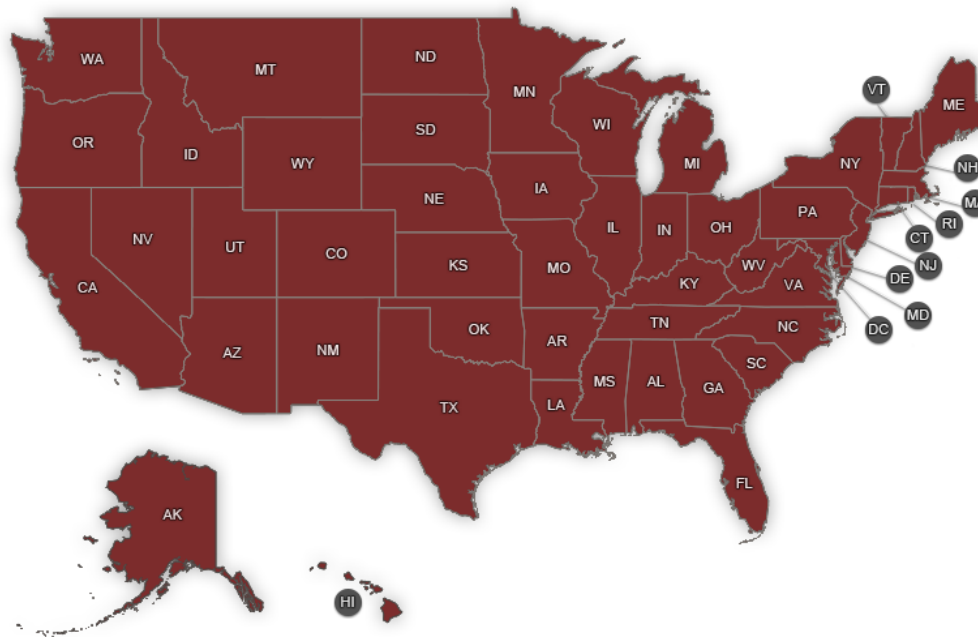


LEAD CENTER

employment

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National Snapshot

2014 National Population.	318,857,056	0.86% Change from 2013 to 2014
2014 Number of people with disabilities (all disabilities, ages 18-64).	20,460,136	0.68% Change from 2013 to 2014
2014 Number of people with disabilities who are employed (all disabilities, ages 18-64).	7,030,317	1.23% Change from 2013 to 2014
2014 Percentage of working age people who are employed (all disabilities).	34.36%	0.55% Change from 2013 to 2014



Historical DEI Projects

There have been seven (7) rounds of projects funded to date.

Key to population focus: Adults with disabilities = A; Youth with disabilities = Y; Individuals with significant disabilities = S.

- Alabama (Round 4-Y)
- Alaska (Rounds 1-A, 4-A and 6-Y)
- Arkansas (Round 1-Y)
- California (Rounds 2-A, 5-A and 7-A)
- Connecticut (Rounds 4-A and 7-Y)
- Delaware (Round 1-Y)
- Florida (Round 3-A)
- Georgia (Round 6-S)
- Hawaii (Rounds 2-A and 6-S)
- Idaho (Rounds 4-Y and 7-Y)
- Illinois (Rounds 1-A, 4-A and 5-Y)
- Indiana (Round 3-A)
- Iowa (Rounds 3-A and 6-A)
- Kansas (Rounds 1-A and 5-A)
- Louisiana (Round 3-A)
- Maine (Rounds 1-A and 4-A)
- Maryland (Round 7-S)
- Massachusetts (Rounds 3-A, 5-A, 7-Y)
- Minnesota (Rounds 3-Y, 5-A and 7-Y)
- New Jersey (Round 1-Y)
- New York (Rounds 1-A, 4-A and 6-A)
- Ohio (Round 2-A)
- Rhode Island (Round 3-A)
- South Dakota (Rounds 2-Y and 5-A)
- Tennessee (Round 2-A)
- Virginia (Rounds 1-A and 4-A)
- Washington (Rounds 2-A and 6-A)
- Wisconsin (Round 2-A)

RESOURCES

- ▶ [DEI Career Pathways Readiness Assessment Tool](#)
- ▶ [Promising Practices in Achieving Universal Access & Equal Opportunity: A Section 188 Disability Reference Guide](#)
- ▶ [Integrated Resource Team \(IRT\) Model](#)
- ▶ [DEI Business Engagement Community of Practice](#)



WHAT CAN YOU DO?



PARTNER, PARTNER, PARTNER

- ▶ Identify partners who can support employment and career pathways outcomes (e.g., American Job Centers, vocational rehabilitation, Centers for Independent Living, behavioral health organizations, developmental disabilities organization, etc.)
- ▶ Familiarize yourselves with your state's WIOA State Plan and Career Pathways State Plan
- ▶ If your state has a Unified State Plan or if TANF is not part of your state's Combined State Plan, reach out to your state Workforce Development Board for inclusion in the next update
- ▶ Ensure that TANF staff know about requirements for physical and programmatic accessibility for career pathways partners so that TANF recipients can receive accommodations, if needed, to complete credentialing programs



WHAT ELSE CAN YOU DO?

- ▶ Identify initiatives that are happening in your state to promote employment and career pathways outcomes
- ▶ Join with partners to develop strategies for the inclusion of TANF recipients in career pathways program
- ▶ Track disability data, directly and/or through partnerships
- ▶ Participate in Integrated Resource Teams (IRTs)
- ▶ Provide training for staff on disability-specific topics, support available from partners, assistive technology, materials in accessible formats, materials that address different learning styles and reading levels, Universal Design, captioning and interpretation services, etc.



CONNECT WITH THE LEAD CENTER

- ▶ Website: www.leadcenter.org
 - ▶ Employment First: <http://employmentfirst.leadcenter.org/>
 - ▶ Workforce GPS AJC Customer Flow Scenarios: https://ion.workforcegps.org/resources/2017/07/19/10/02/AJC_Customer_Flow_Scenarios
- ▶ Sign up for LEAD Center News: <http://eepurl.com/sQiHr>
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 - ▶ YouTube: <https://www.youtube.com/user/LEADCtr>
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