

Hawaii's Disability Employment Initiative (DEI) Grant

Presented By:
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Brief Overview

- ▶ Hawaii awarded **\$2.9M over three years.**
- ▶ Jointly funded by **U.S. DOL's Employment and Training Administration** (ETA) and the **Office of Disability Employment Policy** (ODEP).
- ▶ Purpose: to improve education, training, and employment opportunities and outcomes of adults with disabilities who are unemployed, underemployed, and/or receiving Social Security disability benefits.



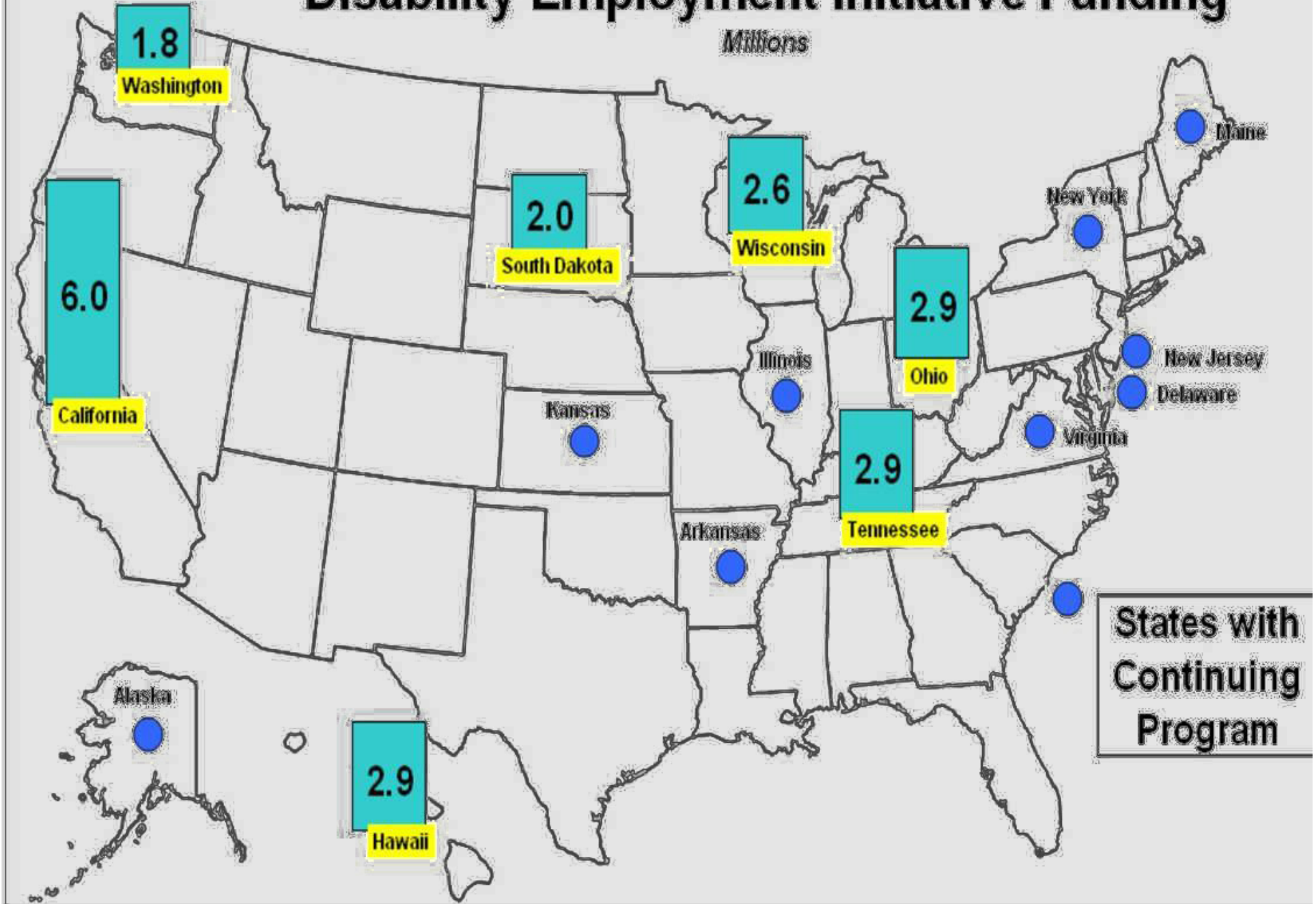


According to Congress...

- *“These funds...will improve the accessibility and accountability of the public workforce development system for individuals with disabilities.*
- *The Committee further expects these funds to continue promising practices implemented by disability program navigators, including effective deployment of staff in selected States to:*
 - *improve coordination and collaboration among employment and training and asset development programs carried out at a State and local level, including the Ticket to Work program*
 - *and build effective community partnerships that leverage public and private resources to better serve individuals with disabilities.”*

Disability Employment Initiative Funding

Millions



Why is there a need for the Disability Employment Initiative?



Hilda Solis,
U.S. Secretary of Labor

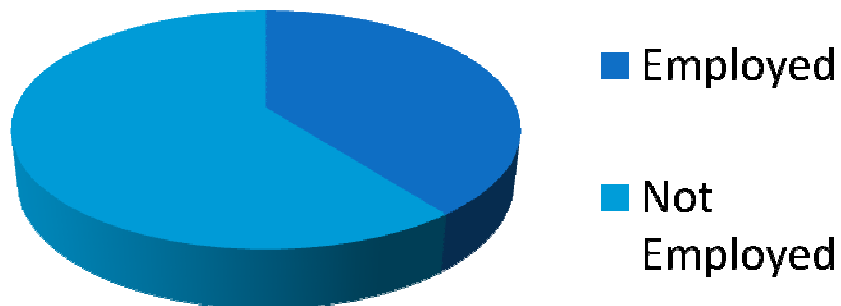
Goal of Department of Labor's
*Good Jobs for **EVERYONE**...*

To promote a public workforce investment system that is coordinated, integrated, and effective for the widest range of jobseekers and responsive to business customers' needs...

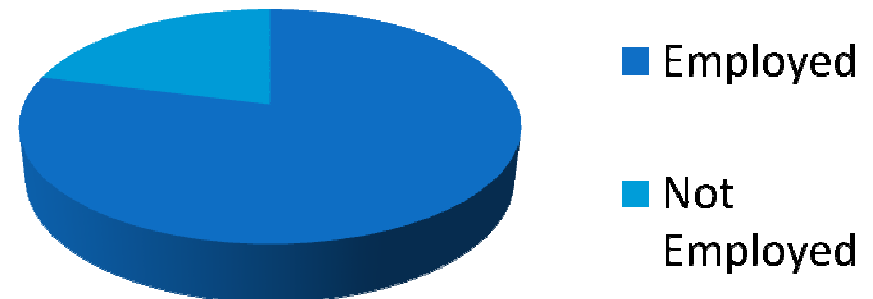
Disability Statistics – Working-Age Adults

- ▶ In the U.S. the **employment rate** of working-age people with disabilities was only **39.5** percent versus **79.9** percent for their peers without disabilities.

**Employed Working Age
Population with Disabilities**



**Employed Working Age
Population with No Disabilities**

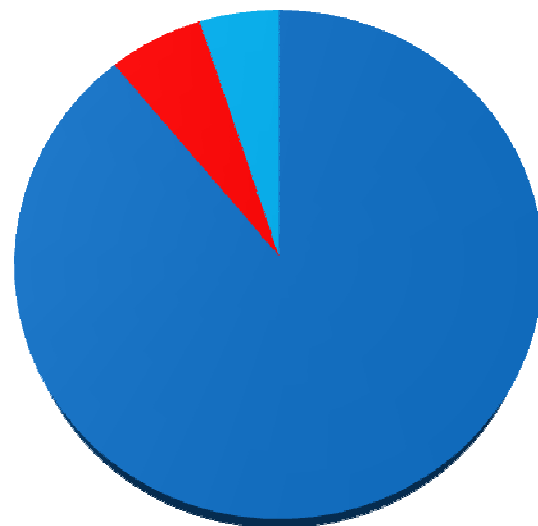


Source: U.S. Census 2010 and Erickson, W. Lee, C., & von Schrader, S. (2009). 2008 Disability Status Report: the United States. Ithaca, NY: Cornell University. Rehabilitation Research and Training Center on Disability Demographics and Statistics.

Disability Statistics – Working-Age Adults

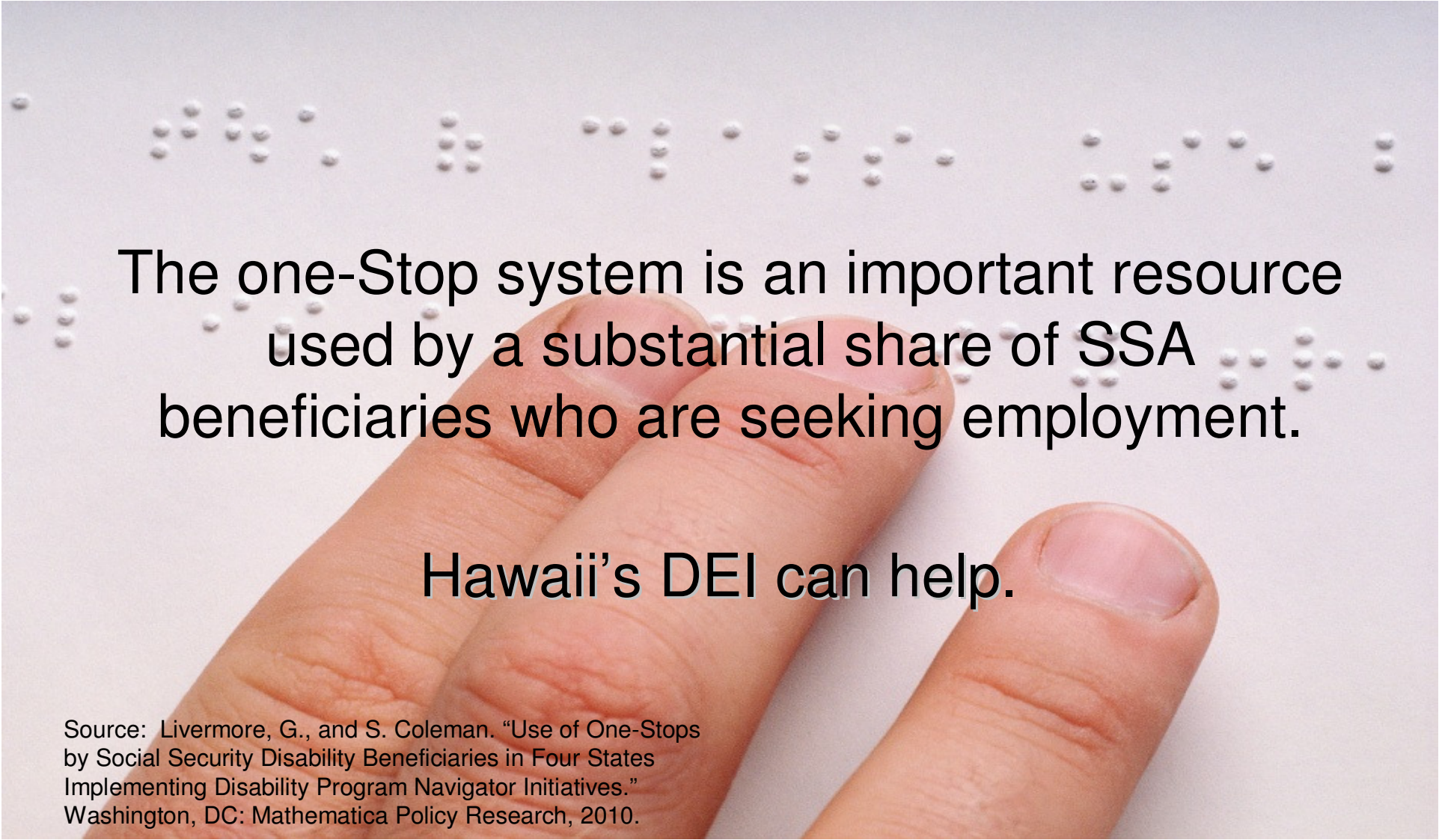
- ▶ In Hawaii, people with disabilities make up 11% yet are only 5% of the employed population.

Population of Hawaii



- People with No Disabilities
- Unemployed People with Disabilities
- Employed People with Disabilities

Source: U.S. Census 2010 and Erickson, W. Lee, C., & von Schrader, S. (2009). 2008 Disability Status Report: the United States. Ithaca, NY: Cornell University. Rehabilitation Research and Training Center on Disability Demographics and Statistics.

A close-up photograph of a person's hand, with fingers spread, resting on a white surface. The surface is covered with scattered Braille dots, which are small, raised, circular bumps. The hand is positioned diagonally across the frame, with the thumb pointing towards the bottom right and the index finger pointing towards the top left. The Braille dots are arranged in several horizontal rows across the top half of the image.

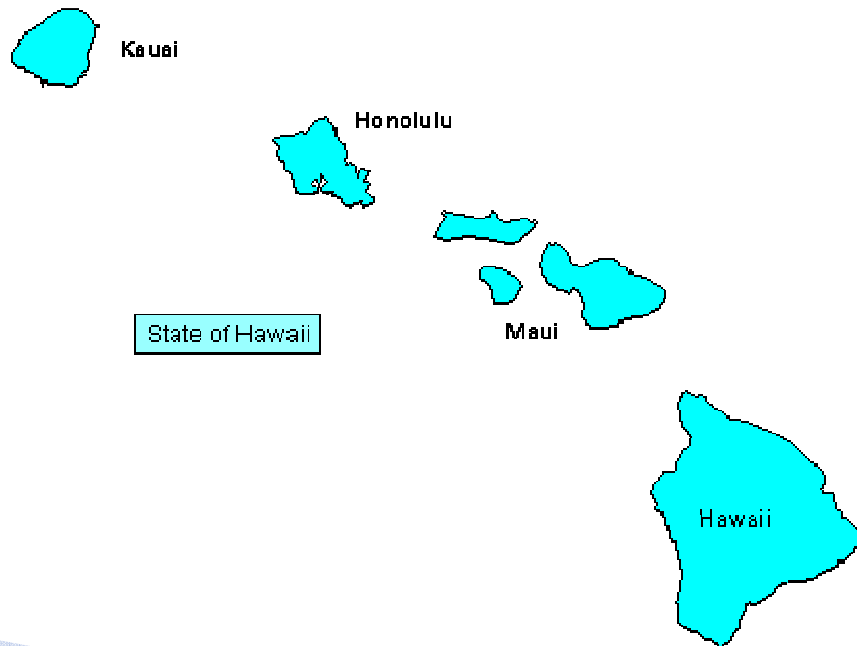
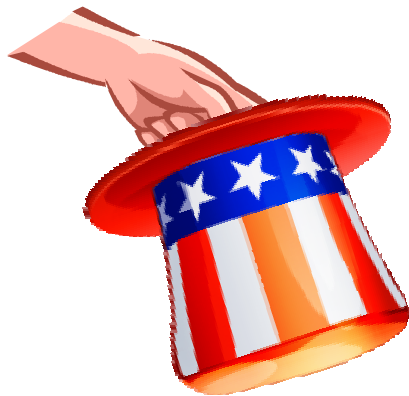
The one-Stop system is an important resource
used by a substantial share of SSA
beneficiaries who are seeking employment.

Hawaii's DEI can help.

Source: Livermore, G., and S. Coleman. "Use of One-Stops
by Social Security Disability Beneficiaries in Four States
Implementing Disability Program Navigator Initiatives."
Washington, DC: Mathematica Policy Research, 2010.

DEI Will Study Best Practices

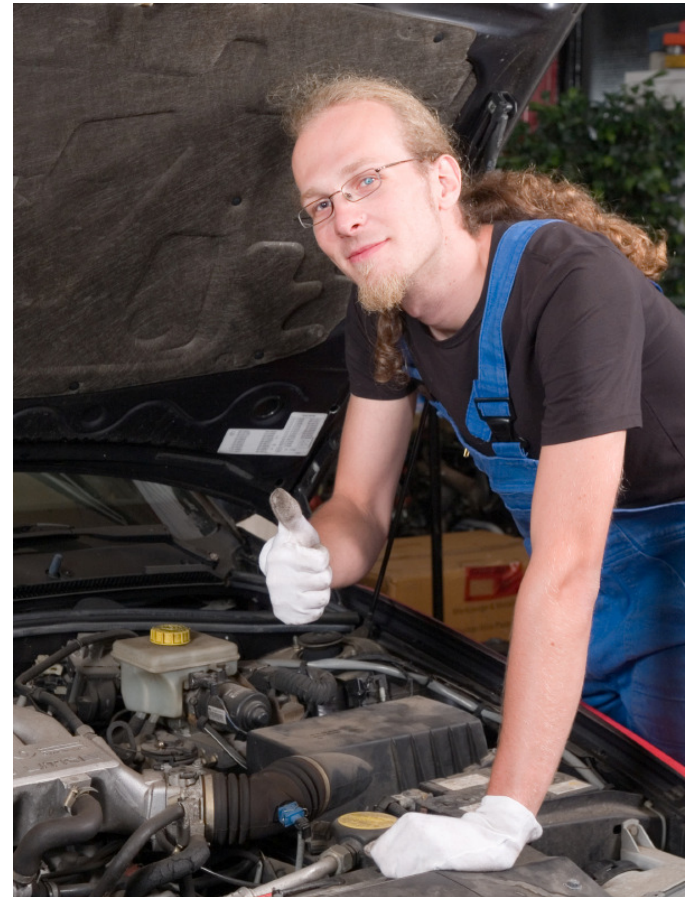
- ▶ To measure the DEI's outcomes:
 - A lottery was administered by the federal government.
 - Two counties will act as control group.
 - Two counties were selected to receive services.
 - Hawaii County
 - Maui County



DEI Objectives

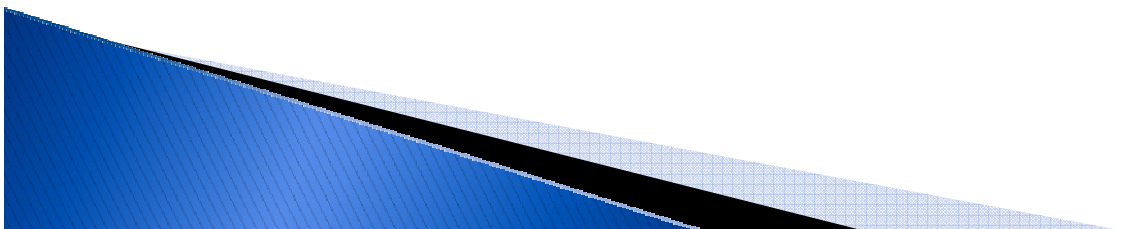
The DEI is designed to:

1. Improve education, training, and employment opportunities and outcomes of adults with disabilities
2. Help these individuals with disabilities find a path into the middle class



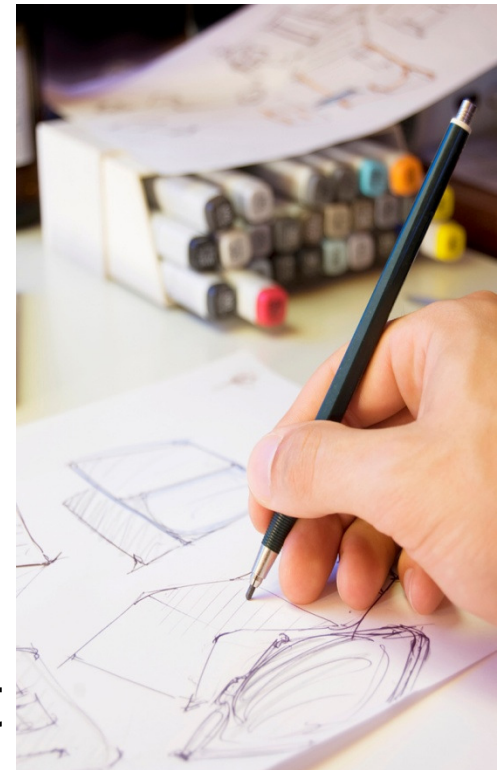
DEI Strategies

1. Integrated Resource Teams
2. Integrating Resources and Services, Blending and Braiding Funds, and Leveraging Resources
3. Customized Employment
4. Asset Development Strategies
5. Partnerships and Collaborations



Hawaii's DEI Project Design

1. Establish Statewide Ticket to Work Employment Network
2. Create staff positions
3. Implement cohort support service classes
4. Improve One-Stop Center partnerships
5. Create a Flexible Spending Account



1. Establish Statewide Ticket to Work Employment Network



- Build infrastructure for Social Security's Ticket to Work program at selected county one-stops
- Use milestone payments to spread DEI to all counties after grant ends

2. Create staff positions



- Disability Resource Coordinator (DRC)
- Business Relations Inclusion Coordinator (BRIC)

What is a DRC?

- 1) Advocates and outreaches
- 2) Improves accessibility
- 3) Builds relationships
- 4) Trains staff & community
- 5) Coordinates job seeker activities
- 6) Improves the one-stop system for job seekers with disabilities



What is a BRIC?

1. Builds employer relationships
2. Creates and/or supports local Business Leadership Network
3. Gains signed job experience agreements
4. Trains staff & community
5. Coordinates employer activities



3. Provide UH Center on Disability Studies Cohort Support Services

Targeted Support Service Model, Phase 1: Including Employment Discovery, Testing the Waters, Self Determination, Workplace Etiquette, Team Building, Workplace Attire, Communication, Taking Directions, Leadership, Person-Centered Planning, Workplace Assertiveness, Benefits Education, Multiple Means of Representation, Career Consulting, and Guided Field Trips.

Targeted Support Service Model, Phase 2: Including Internships, Job Shadowing, Apprenticeships, Habilitation Services, Job Accommodations, Job Training from Leveraged Resources, Peer Mentoring Services, Personal Attendant Support Services, Post-employment Support, Referral Services, ESL Supports, Supported Employment, and Financial Literacy.

Targeted Support Service Model, Phase 3: Including Job Coaching, Work Incentives Counseling, Post Employment Services, and On-the-Job-Training (OJT) with funds leveraged from other sources.

4. Improve One-Stop Center Partnerships

- Integrated Resource Teams
- Ticket to Work providers
- Disability-related agencies in the community
- Department of Vocational Rehabilitation



5. Create a Flexible Spending Account

This account will be used to:

- Provide the “first dollar down” for Ticket to Work
- Update assistive technology
- Fund disability-related events



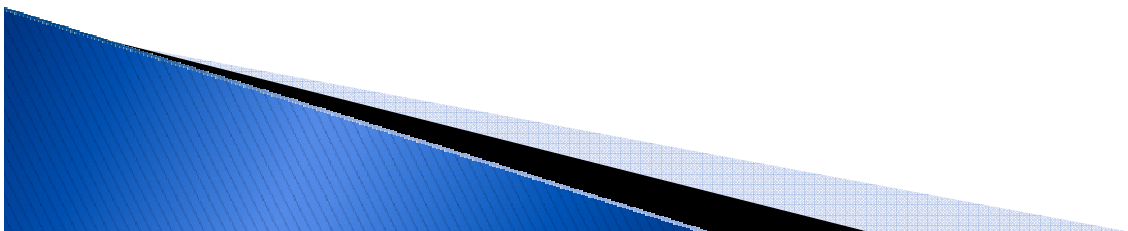
How is DEI Sustainable?

1. Ticket to Work milestone payments
2. Establish best practices
3. Updated Assistive Technology
4. Business Leadership Networks (BLN)
5. Integrated MIS Data Tracking System
6. Training materials, publications, and the website adaptable for future use

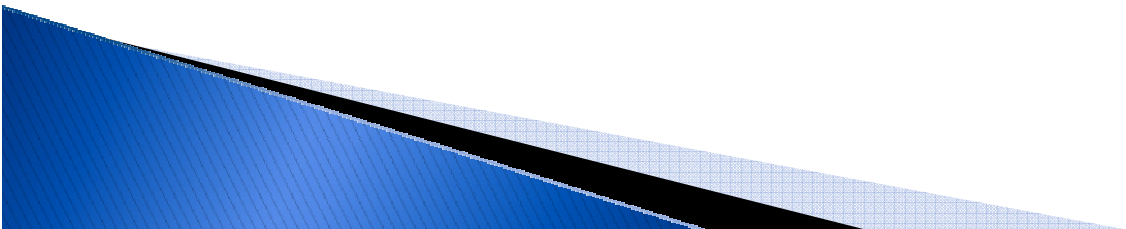


DEI's End Goal

Provide exceptional One-Stop Center service that aligns partners to provide necessary support services to prepare and empower job seekers with disabilities to gain and retain self sufficient careers as part of an inclusive community.



Questions?



Additional Resources

- ▶ **DEI Technical Assistance Project** -- <http://www.dei-ideas.org/>
 - For background information on the DEI including the DEI National Vision PowerPoint Presentation, access:
http://dei-ideas.org/chapter2-3/page2a_git.cfm
- ▶ **Disability and Employment Community of Practice** provides disability and employment resources for the workforce investment system, including promising practices to promote the positive employment outcomes of persons with disabilities and Disability Program Navigator (DPN) successful strategies and promising practices. <http://disability.workforce3one.org>
- ▶ **ODEP** <http://www.dol.gov/odep/>

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