



Strategic Partnerships to Create Inclusive Career Pathways

Tuesday, March 10th, 2020
3:00 PM - 4:00 PM EDT



Captioning and Housekeeping

- Open the captioning web page in a new browser. You can click the link posted in the Chat box. The link is also displayed here.
<https://www.streamtext.net/player?event=CFI-SPRA>
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Welcome!

Jennifer Sheehy,
Deputy Assistant Secretary,
Office of Disability Employment
Policy (ODEP),
U.S. Department of Labor





Webinar Objectives

Participants will:

- Learn about the LEAD/WIOA Policy Development Center and Youth Policy Development Center.
- Explore possibilities for strategic partnerships and systems coordination that can lead to improved employment and career outcomes for youth and adults with disabilities.
- Learn about resources related to strategic partnerships focusing on an updated Guideposts for Success framework, Inclusive Career Pathways Roadmap and more.

The LEAD Center

Promoting innovation in policy, employment, and economic advancement to support individual and systems level change for all people with disabilities.

- Policy research and recommendations
- Training and technical assistance
- Demonstration projects



LEAD CENTER

The LEAD Center (con't)

With a focus on:

- Equal Opportunity and Nondiscrimination in the workforce system
- Inclusive Career Pathways
- Financial Literacy
- Supporting Veterans
- Using Data to Improve Practice and Outcomes



LEAD CENTER



ODEP's Youth Policy Development Center

The Center works to improve employment outcomes for youth and young adults with disabilities by helping states build capacity in their youth service delivery and workforce systems.

The Center

- Conducts research
 - Develops partnerships
 - Shares best practices
 - Helps states identify new opportunities to expand career pathways work-based learning, strategic partnerships, systems coordination, and professional development for youth and young adults
- 

What is Career Pathways?

A formalized **system** among partners that:

- Increases educational and skills attainment
- Increases employment outcomes with family-sustaining wages
- Prepares people for in-demand careers

Components include:

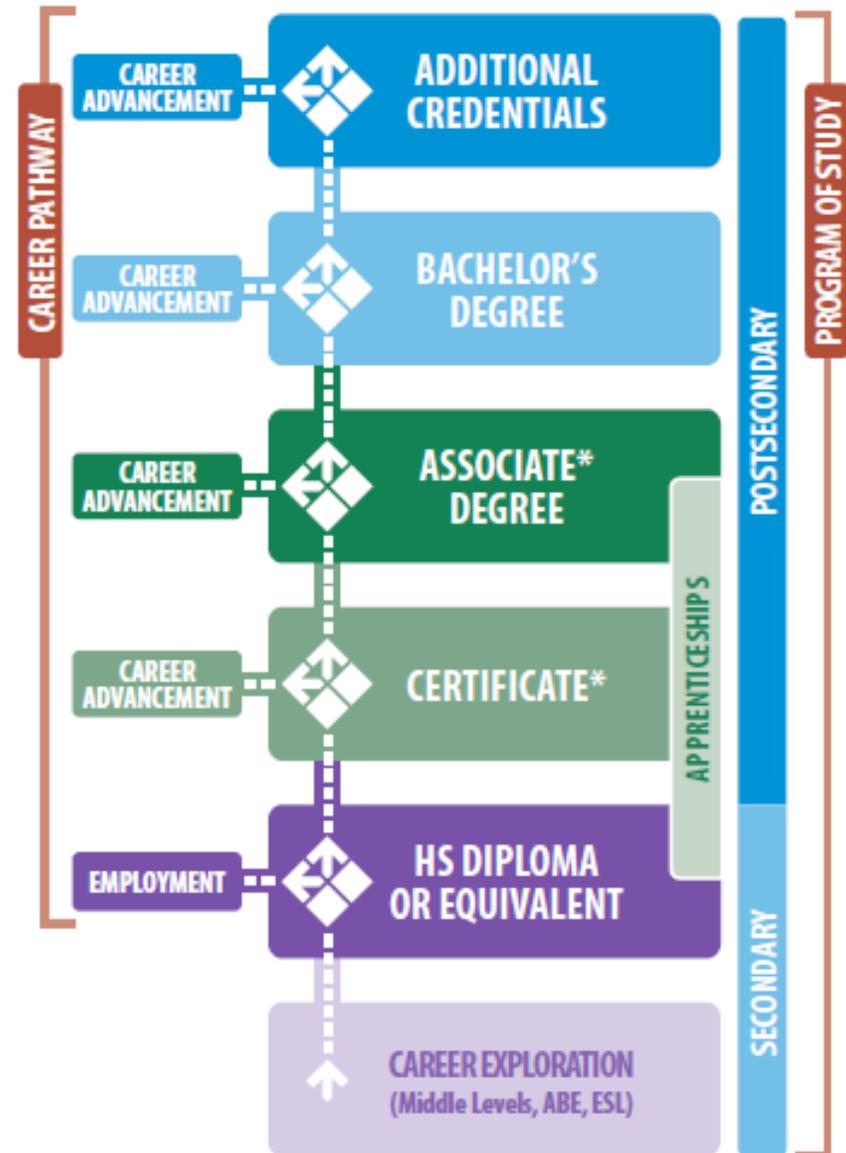
- Clear sequence of
 - Educational coursework
 - Training credentials
- Supportive services
- Multiple Partners
 - Employers are Key!



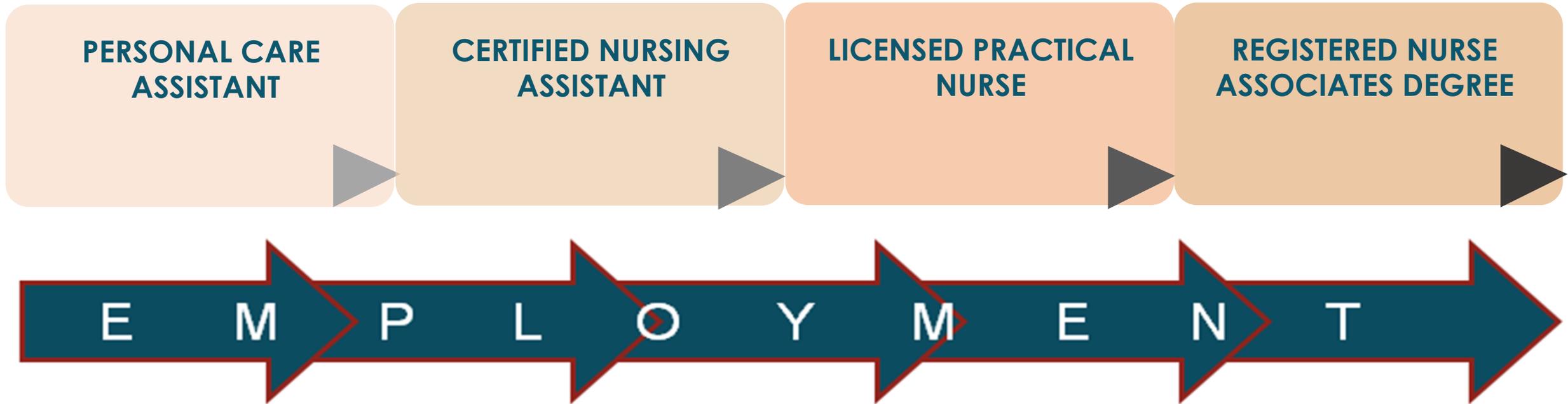
Pathways to Career Readiness and Advancement

Key attributes:

- Industry alignment
- Secondary and postsecondary credential attainment
- Multiple entry/exit points
- Acceleration of achievement



Nursing Pathway





Partnerships Example: Integrated Resource Teams

Integrated Resource Teams (IRTs)

- Bring together a number of different service providers to work toward a shared employment or training goal.
- Improve cross-agency communication and collaboration to better leverage available resources.
- Result in enhanced coordination of services and supports to a job seeker with a disability.

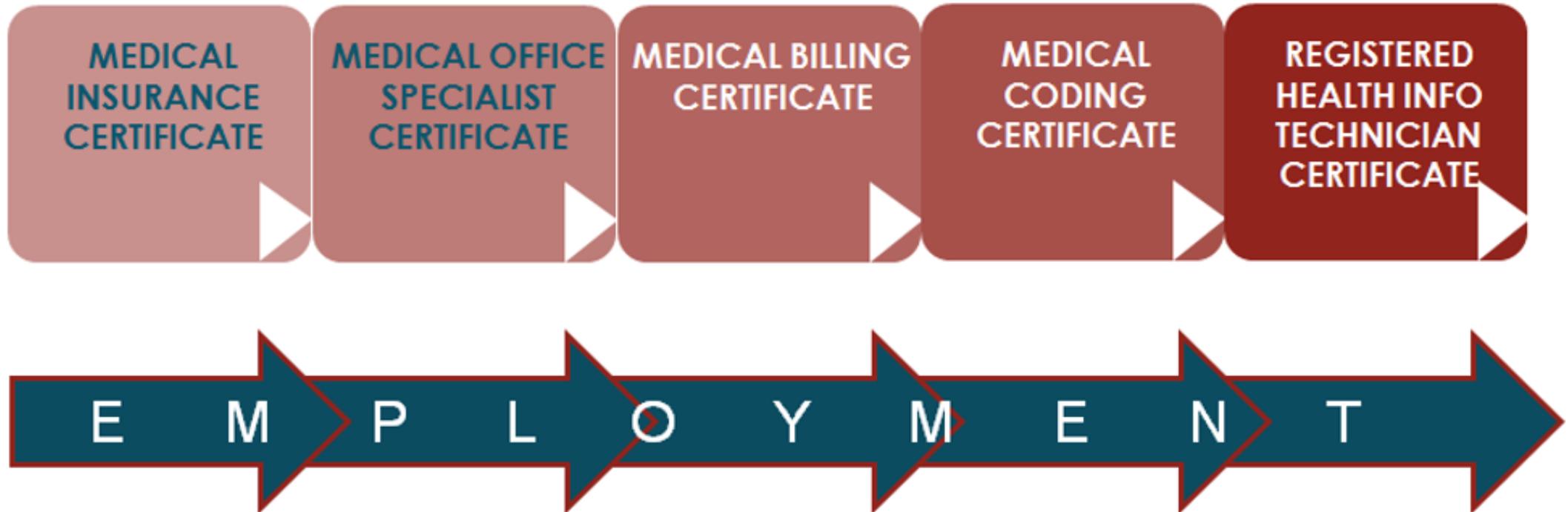
Integrated Resource Team Promising Practice

Collaborative Partners:

- American Job Center
- Vocational Rehabilitation
- Behavioral Health
- Community College



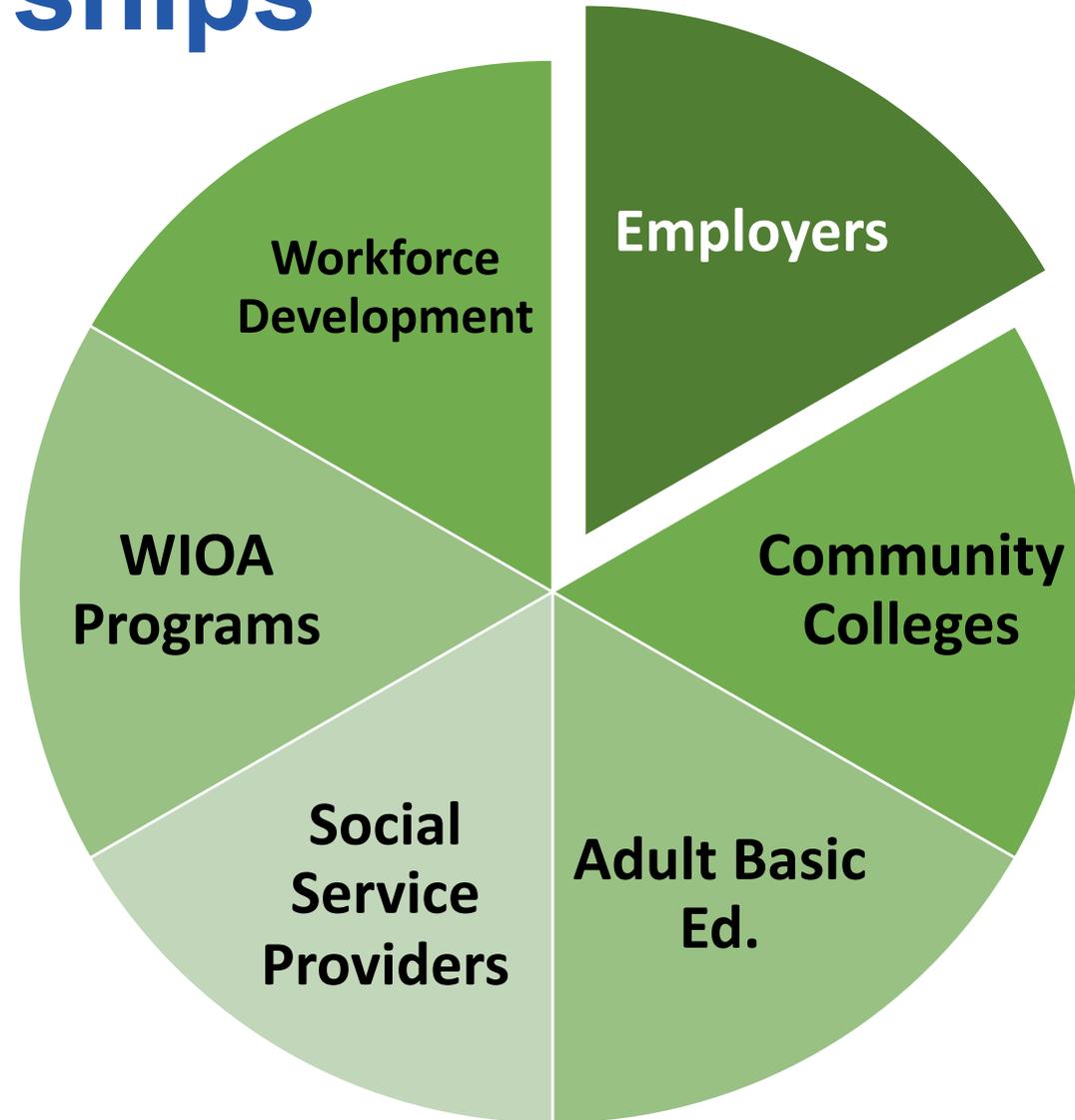
Health Information Technology Pathway



Six Key Elements of Career Pathways Systems



Building Strategic Cross-Agency Partnerships



Building Cross-Agency Partnerships (con't)

WIOA programs

- Title I programs: Adult, Dislocated Worker, and Youth programs
- Title II programs: Adult Education and Family Leave Act (AEFLA) funding recipients
- Title III: Wagner-Peyser employment service programs
- Title IV: Vocational Rehabilitation
- Other core & partner programs such as TANF, JVSG, Perkins, CSBG, etc.

Workforce Development

- State & local workforce agencies
 - State & local WDBs
-

Other system partners

- Economic Development Agencies
- State & local WDBs
- State & local transportation cabinets, councils & agencies
- And, of course, employers

Policymakers

Policymakers have the ability to:

- Highlight critical public issues
- Appropriate funds to career preparation programs
- Mandate programming
- Ensure that policies are inclusive of people with disabilities and developed with universal design principles



Family Engagement

Families play an integral role in career development through

- Support
- Guidance
- Advocacy

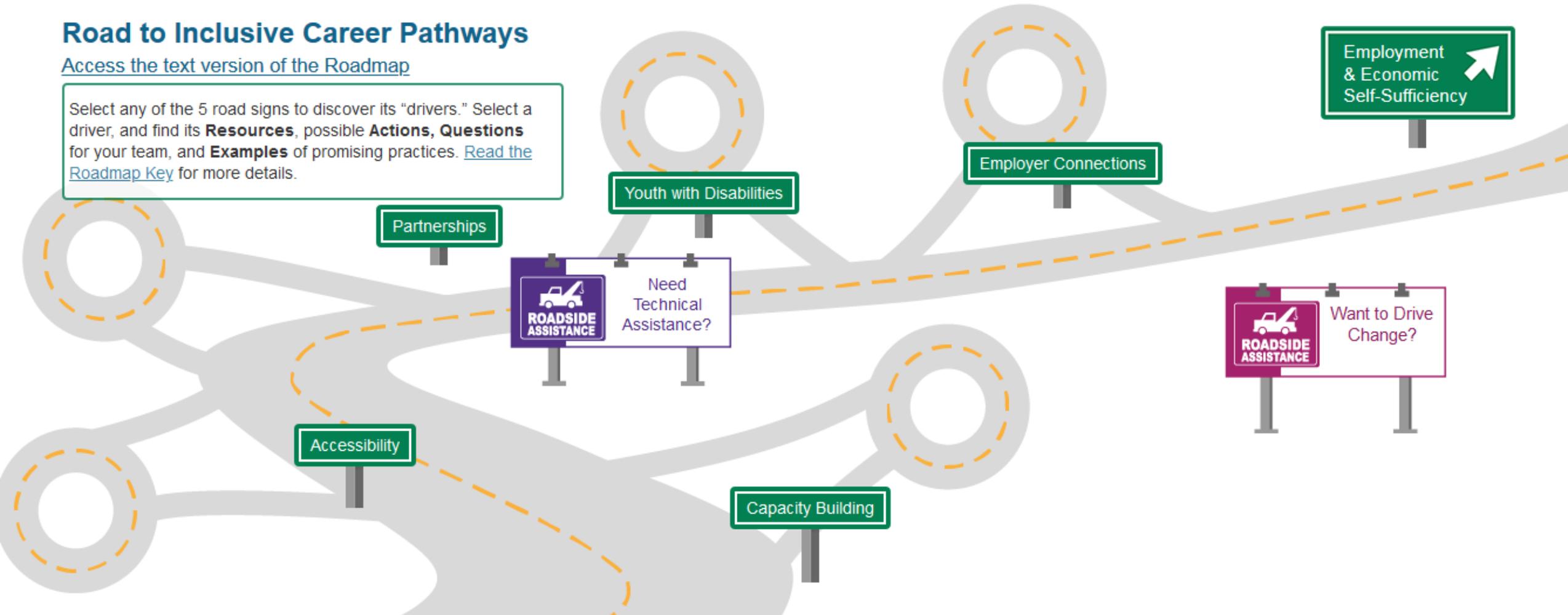


Road to Inclusive Career Pathways

Road to Inclusive Career Pathways

[Access the text version of the Roadmap](#)

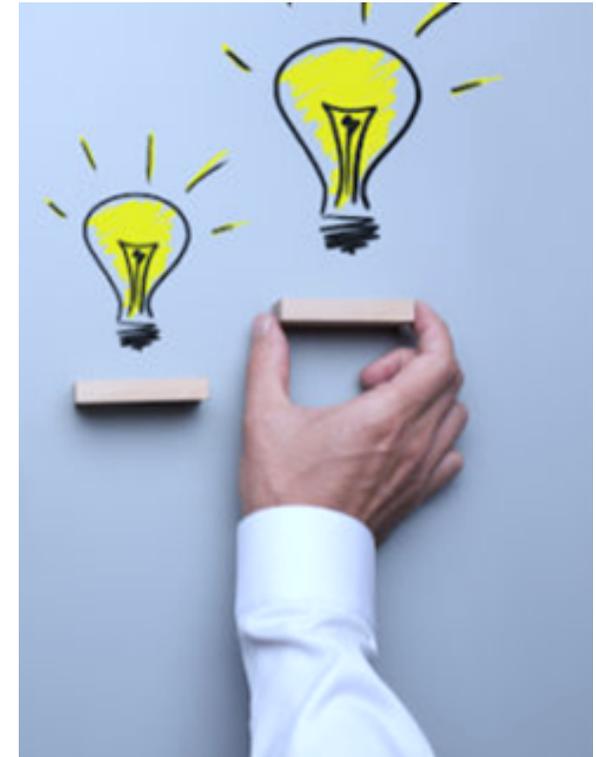
Select any of the 5 road signs to discover its "drivers." Select a driver, and find its **Resources**, possible **Actions**, **Questions** for your team, and **Examples** of promising practices. [Read the Roadmap Key](#) for more details.



Partnerships: Cross-System Activities

Ten Key Action-Steps

1. Learn about diverse partners that convene regional workgroups
2. Find out what roles are represented on cross-partner committees
3. Learn about the focus and agenda of existing WIOA workgroups
4. Consider joining or forming a workgroup
5. Learn if/how AJCs proactively address the common myth that everyone is the “funder of last resort.”



Partnerships: Cross-System Activities (con't)

Ten Key Action-Steps

6. Research how AJCs practice active resource and funding coordination
7. Identify if/how active resource coordination is handled in your workforce region
8. Learn about the key elements of an Integrated Resource Teams (IRT) as a critical strategy for serving people with disabilities
9. Learn if AJC leadership and partners support co-enrollment of individuals with multiple resource needs
10. Conduct resource mapping in your state/local workforce region



Example in Action: Kentucky Public Sector Apprenticeship

This effort required collaboration between numerous state offices and employees including:

- Education and Workforce Development Cabinet
- Personnel Cabinet
- Transportation Cabinet
- Apprenticeship Coordinators
- Local Technical Education Teachers



Learn more about Kentucky's efforts:
<https://www.urban.org/urban-wire/kentucky-apprenticeships-public-sector-open-new-opportunities>



Career Pathways Resources and Tools

From the Roadmap

1. [Including Individuals with Disabilities in Outreach and Recruitment](#)
2. [Individuals with Disabilities—Partnerships to Support Education, Training, and Employment](#)
3. [Legislation Relevant to Individuals with Disabilities](#)
4. [Including Individuals with Disabilities in Outreach and Recruitment](#)



Additional Resources and Tools

From the Roadmap

5. [Guided Group Discovery and Self-Guided Discovery](#)
6. [The Inclusive Career Pathways Desktop Guide: Information and Resources to Support Inclusive Programs and Services](#)
7. [Career Pathways Toolkit: An Enhanced Guide and Workbook for System Development](#)



Integrated Resource Team Information and Resources

Resources to assist with the understanding and implementation of the Integrated Resource Team approach:

https://disability.workforcegps.org/resources/2019/Integrated_Resource_Team_Information_and_Resources

Guideposts for Success: History

- National Collaborative on Workforce Development -Youth
 - Guideposts for Success were targeted toward three groups:
 - Youth and families
 - State level policy makers
 - Administrators and local policy makers.
 - Focus on five key areas:
 - School preparation
 - Career preparation
 - Connecting Activities
 - Youth development and leadership
 - Family involvement

Guideposts for Success: Framework for the Future

- The new Guideposts for Success - Framework for the Future
 - Will consist of several tools:
 - Roadmap for Youth (our Future) and Families - Setting the Benchmark
 - Framework for the Future - (Brief) For legislators and policy makers highlighting key elements to consider
 - Framework for the Future - (Expanded) For legislators and policy makers highlighting key elements to consider, while providing a more indepth look into each Guidepost
 - Framework for Future - For provider organizations and local level systems to provide a consistent structure to design and implement youth serving programs

Connect with Us

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LEAD Center

- ▶ Website: www.leadcenter.org
 - ▶ DRIVE (Data and Resources to Inspire a Vision of Employment):
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Thank you!

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