

*Your workforce experts.*



# Disability Employment Initiative

The Disability Employment Initiative is jointly funded and administered by two United States Department of Labor agencies including the **Employment and Training Administration** and the **Office of Disability Employment Policy**.

# Disability Employment Initiative

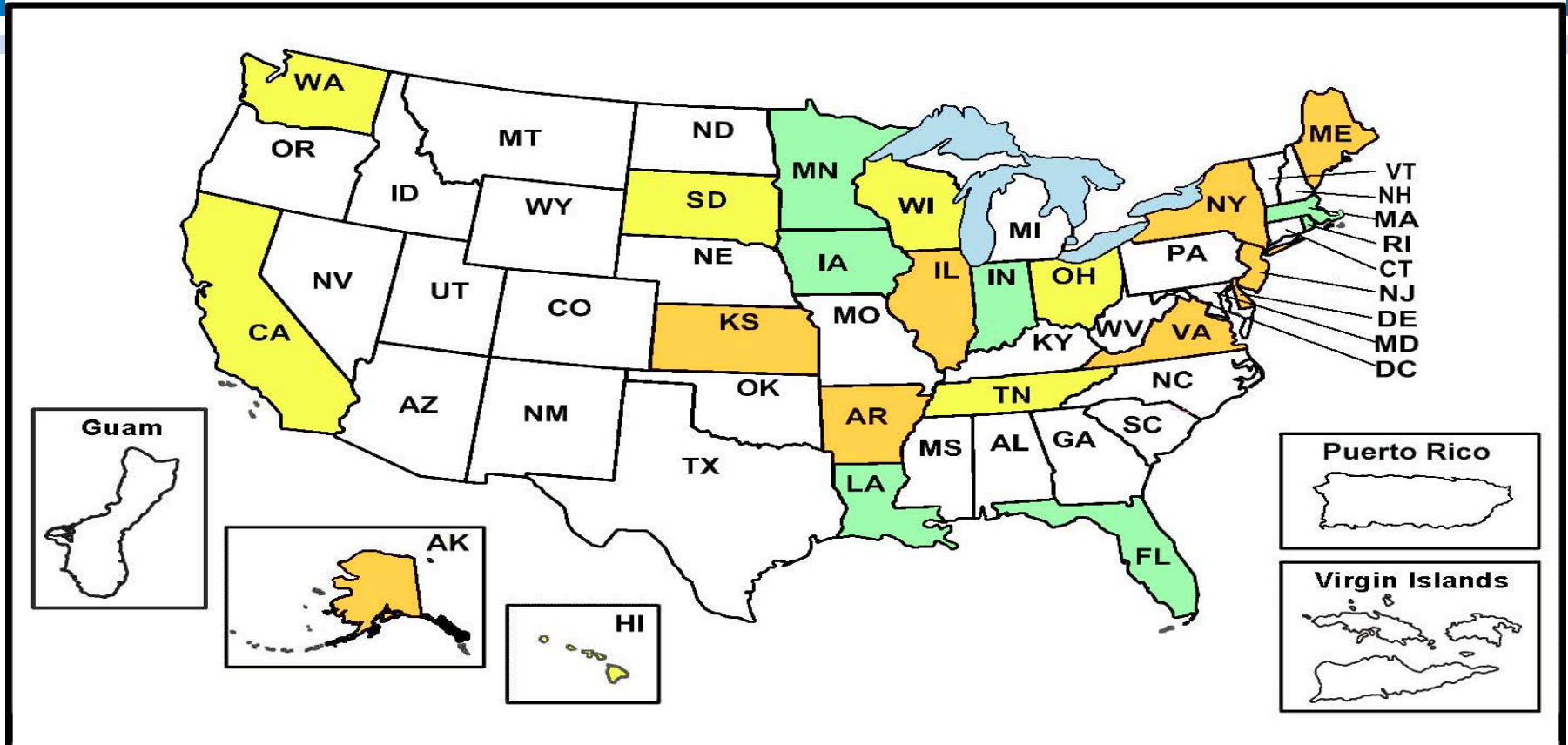
The goal of the DEI is to ***improve the education, training, and employment opportunities and outcomes of youth and adults with disabilities who are unemployed, underemployed, and/or who are receiving Social Security Disability Benefits.***

# Disability Employment Initiative

To date, the U.S. Department of Labor has awarded grants totaling more than **\$63 million** in **23 states** AND will award an additional **\$18 million** in **2013** to **4 to 8 additional projects**. Of the 23 states, 5 have a focus on youth. South Dakota is one of the five states with a youth focus.

# Disability Employment Initiative

## Disability Employment Initiative



-  Round 1 DEI Projects (Funded in 2010)
-  Round 2 DEI Projects (Funded in 2011)
-  Round 3 DEI Projects (Funded in 2012)

# Disability Employment Initiative

## Round 1: Nine states for a total award of \$21,276,575

### September, 2010

State of <b>Alaska</b> , Department of Labor and Workforce Development:	\$2,727,000.00
State of * <b>Arkansas</b> Department of Workforce Services:	\$1,500,000.00
* <b>Delaware</b> Department of Labor, Division of Vocational Rehabilitation:	\$1,490,000.00
<b>Illinois</b> Department of Commerce and Economic Opportunity:	\$1,839,588.00
<b>Kansas</b> Department of Commerce:	\$1,879,459.00
State of <b>Maine</b> Department of Labor:	\$1,500,000.00
* <b>New Jersey</b> Department of Labor, Workforce Division:	\$2,479,280.00
<b>New York</b> State Department of Labor:	\$4,945,060.00
<b>Virginia</b> Community College System:	\$2,915,779.00
* <i>Youth Focus</i>	

# Disability Employment Initiative

## Round 2: Seven states for awards totaling \$21,166,560.00 September, 2011

<b>California</b> Employment Development Department:	\$6,000,000.00
<b>Hawaii</b> Department of Labor and Industrial Relations:	\$2,923,674.00
<b>Ohio</b> Department of Job and Family Services:	\$2,944,036.00
<b>*South Dakota</b> Department of Labor and Regulation:	\$1,997,747.00
<b>Tennessee</b> Department of Labor and Workforce Development:	\$2,916,400.00
<b>Wisconsin</b> Department of Workforce Development:	\$2,550,695.00
<b>Washington</b> State Employment Security Department:	\$1,834,008.00
<b>* Youth Focus</b>	

# Disability Employment Initiative

## Round 3: 7 states receive \$20.7 million September, 2012

State of <b>Florida</b> Department of Economic Dev:	\$3,291,410.00
<b>Iowa</b> Workforce Development:	\$1,883,230.00
<b>Indiana</b> Department of Workforce Development Employment:	\$2,277,748.00
<b>Massachusetts</b> Executive Office of Labor and Workforce Dev:	\$4,788,892.00
* <b>Minnesota</b> Department of Employment and Economic Dev:	\$2,797,093.00
<b>Louisiana</b> Workforce Commission:	\$2,271,102.00
<b>Rhode Island</b> Department of Labor and Training:	\$3,344,877.00
* <i>Youth Focus</i>	



# Disability Employment Initiative

## **A workforce development consideration for SD DLR**

- According to the SD Labor Market Information Center, from 2012 to 2020, jobs in South Dakota are projected to grow by 7.0 percent, but our core workforce and labor force is only expected to grow by 2.1 percent.
- It is predicted South Dakota will be short **49,000+ workers** for this time frame.

# Disability Employment Initiative

## South Dakota

- Applied for Round 2 and Awarded
- \$1,997,747.00 million dollar grant that covers a 3 year period.
- October 1, 2011 – Sept. 30, 2014

# Disability Employment Initiative

- Written in partnership with Black Hills Special Services Cooperative.
- Serves seven counties in the Black Hills area including Butte, Custer, Fall River, Harding, Lawrence, Meade and Pennington
- Priority of youth ages 18-24

# Disability Employment Initiative

- Objectives for South Dakota:
  - 20% increase of young adults w/disabilities into DLR
  - 80% DLR staff will receive training
  - 200 DEI participants
  - All DEI participants will work with a Disability Resource Coordinator and have Active Resource Coordination
  - All DEI participants will have an employment plan
  - 70% will meet their goal

# Disability Employment Initiative

Impacts to note in the Black Hills area:

- 19% increase in Workforce Investment Act (WIA) enrollments.
- Increase from 51 individuals (3 year average prior to grant) to 72 from July 2012 through June 2013 working with Wagner-Peyser services in DLR (40% increase).
- Enrolled and provided outreach to over 100 young adults, ages 18 to 24.

# Disability Employment Initiative

South Dakota's Emphasis:

- ***Integrated Resource Teams*** coordinate services and leverage funding to meet the needs of a job seeker with a disability.
- ***Guideposts for Success*** are key educational and career development interventions for all youth, including youth with disabilities.
- ***Partnerships and Collaboration*** impact the ability of adults and youth with disabilities to participate in education, training and employment opportunities.

# Disability Employment Initiative

South Dakota's Emphasis:

## ***Integrated Resource Team (IRT)***

- Team members are identified to support the individual and her/his employment goals. The team, led by the participant, work together to coordinate services and supports.
- Programs blend and braid their services and products.
- This IRT changes as the needs of the jobseeker changes.

# Guideposts for Success



*The Guideposts for Success* are what research tells us all youth, including youth with disabilities, need to succeed.



# Partnerships and Collaboration

- Representatives of the SD DEI Partnership Committee includes:
  - The Mayor of Rapid City
  - City of Rapid City Community Resources Director
  - SD Department of Labor and Regulation
  - SD Department of Social Services
  - SD Department of Corrections
  - SD Transition Services
  - DakotaLink - Assistive Technology
  - SD Department of Vocational Rehabilitation Services
  - Special Education Teachers
  - Post-Secondary—SD Universities and WDT
  - Project Skills

# Partnerships and Collaboration

- From the SD DEI Partnership Committee, SD DEI and the Rapid City DLR worked with Vocational Rehabilitation to develop the Workforce Diversity Network of the Black Hills.
- This includes many of the same representatives noted previously as well as private industry representatives (i.e. Black Hills Corp, Lowe's, Wal-Mart, Mt. Rushmore, National Park Services, Burger King, Project Solutions)

# Developments from SD DEI

**Teacher Toolkit:** For special education teachers at the high school level teaching employability classes.

- Showcases products and services through South Dakota Department of Labor and how to access those services.
- Provides information on the benefit of disclosing a disability
- Skills to Pay the Bills—curriculum on the importance of soft skills in the workplace to get a job and keep a job
- FDIC Money Smart--curriculum helps youth ages 12-20 learn the basics of handling their money and finances, including how to create positive relationships with financial institutions.

# More Developments

**South Dakota Resources Online:** Internet based program that lists services and resources available from local agencies and service providers

- Answers the “Who”, “What”, and “Why”
- Customized to each individual
- Individual walks away with a personalized resource map based on his/her employment goals
- Training tool for new DLR and partner agency staff in learning the “Whos” and “Whats” of community resources
- Support tool for WIA representatives in building an Integrated Resource Team (IRT)

# Forums, Training Videos and Disclosure Videos

- **Career Development Forum**
  - Held at Western Dakota Tech
  - Pre-employment skills, Team building skills, importance and benefit of work
  - Resume Development/Interviewing skills
- **Training Videos**
  - Provided to WIA staff and recorded for new staff
- **Disclosure Videos**
  - Interviews with individuals speaking about the importance and benefit of disclosing their disabilities in an education and/or employment setting

# SD DEI Website



[www.SDDDEI.org](http://www.SDDDEI.org)