



# Creating a “Win-Win” Through Partner Integration

# WIOA

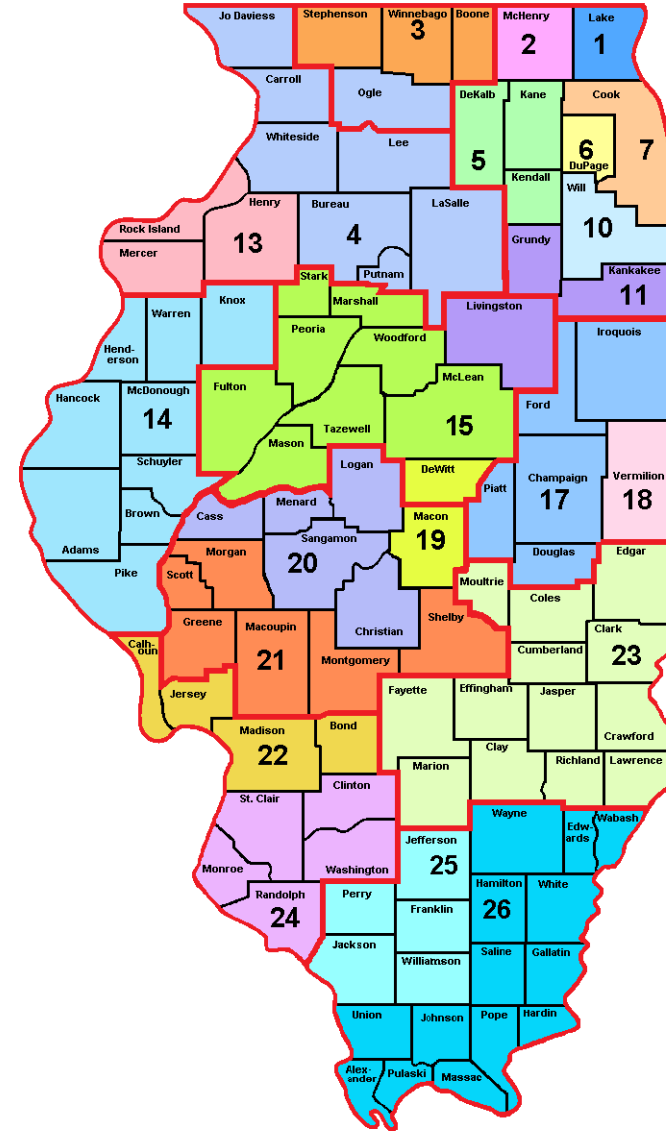
Professional Development

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# Where is Your Local Area?





# Speakers:



## Richard Wuthrich

*Statewide Veterans Program Manager*

Illinois Department of Employment Security

✉ [Richard.Wuthrich@Illinois.gov](mailto:Richard.Wuthrich@Illinois.gov)



## John Marchioro

*Staff Trainer – Illinois Point of Contact (NET)*

Illinois Department of Human Services –

Division of Rehabilitation Services

✉ [John.marchioro@Illinois.gov](mailto:John.marchioro@Illinois.gov)



## Biswa Phuyal

*Business Services Consultant (Chicago)*

Illinois Department of Human Services –

Division of Rehabilitation Services

✉ [Biswa.D.Phuyal@Illinois.gov](mailto:Biswa.D.Phuyal@Illinois.gov)

# Objectives:



## ✓ **WIOA Partnerships that Work**

- Find the common threads between partners
- Create and build inclusive processes
  - Implement and monitor



# History of the Jobs for Veterans State Grant



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- **Started in 1776:** “half for life where a man's war service causes loss of limb or other disability severe enough to interfere with his making a living.”
- **Wagner-Peyser Act – 1933:** “promote and develop a national system of employment offices, to maintain a veteran's service to be devoted to securing employment for veterans...”
- **1974 - Vietnam Era Veterans’ Readjustment Assistance Act and United States Code 38, Chapter 41**

# U.S. DOL Organization Chart

**Secretary of Labor**

**Assistant Secretary –  
Veterans Employment & Training Services**

**Regional Administrator VETS**

**State Director VETS**

**PLES =  
Illinois Department of Employment Security**

**Statewide Veterans' Program  
Manager**



## LVER and DVOP Staff

- ◆ Must have a Bachelor's Degree
- ◆ Must be an Honorably Discharged U.S. Military Service Member
- ◆ DVOP specialists must also be VA-Service Connected Disabled Veteran
- ◆ Within 18-months of Hire, must pass their Federally mandated Core Competency Courses at the National Veterans Training Institute





# Veterans Career Coach- DVOP

## DVOP Duties

### Not all Vet Reps were created equally....

- Must provide Individualized Career Services to ALL Veterans with Significant Barriers to Employment
- Conduct outreach activities at CBO, FBO, and VSO
- Refer their Case Managed - Job Ready Vets to LVER for Job Development
- Estimated VCC-DVOP will service a max of 30% of Veterans coming to the AJC
- SBE Veterans not limited to just VCC-DVOP services



# Veterans Business Specialist - LVER

## LVER Duties

### Not all Vet Reps were created equally....

- ◆ Promote to employers, employer associations, and business groups the advantages of hiring veterans.
- ◆ Advocate for all veterans served by the AJC with business, industry, and other community-based organizations.
- ◆ Facilitate employment, training, and placement services furnished to veterans.
- ◆ May work directly with any AJC partner staff to assist with placing a specific veteran participant.



## Interaction with AJC

- **Triage Process – using Veterans Intake Form**
- Referrals to AJC Partners for Training (DRS)
- **Assist with facilitating AJC Workshops**
- Maintains and Share a Community Resource Guide
- **DOL-VETS Technical Assistance Visits & Audits**



# IDES Special Programs

- **Incarcerated Veterans Transition Program (IVTP)**
- Homeless Veterans Reintegration Program (HVRP)
- **Vocational Rehabilitation and Employment (VR&E)**
- Demobilizations (Yellow Ribbon Reintegration Events)



## WIOA and State Plan

- As a condition of receiving JVSG Funds, we must submit a State JVSG Plan
- Each State submits either a Combined or a Unified Workforce Innovation and Opportunity Act (WIOA) State Plan
- Illinois must submit stand-alone 4-Year JVSG State Plan

*(Source: GO Memo 01-20)*



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# Negotiated Performance Standards

Negotiated Performance Indicators	Negotiated Goal	Actual Outcome
<b>Jobs for Veterans State Grant Funded Services</b> <i>(Source: ETA-9173 for JVSIG)</i>		
<b>Employment Rate - 2nd Quarter After Exit</b> <i>(Source: Item D.1, Total Current Period column)</i>	53%	61.8%
<b>Employment Rate - 4th Quarter After Exit</b> <i>(Source: Item D.2, Total Current Period column)</i>	54%	57.5%
<b>Median Earnings - 2nd Quarter After Exit</b> <i>(Source: Item D.3, Total Current Period column)</i>	\$5,600	\$7,691
<b>Wagner-Peyser Services to Veterans</b> <i>(Currently received from VETS National Office - leave Actuals blank if needed)</i>		
<b>Employment Rate - 2nd Quarter After Exit</b>	59%	65.4%
<b>Employment Rate - 4th Quarter After Exit</b>	59%	66.1%
<b>Median Earnings - 2nd Quarter After Exit</b>	\$6,766	\$8,123



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And now our partner at  
IDHS.....



# Division of Rehabilitation Services



# Who is DRS?

## The Division of Rehabilitation Services

- Mission Statement - To assist individuals with disabilities in obtaining and maintain competitive integrated employment
- Provides solutions for the workforce needs of business customers while preparing talented, qualified job seekers with disabilities for their chosen careers.
- Provided through specialized services to both customers; the job seeker and the business
- **WIOA Core Partner- Title IV**



## What does DRS do?

- Provide employment services and counseling to people with disabilities (customers).
- Provide or arrange for services to enable an individual to go to work.
- Assist our customers achieve their education goals at a university or community college.
- Provide referrals, training and technical assistance to employers regarding disability employment issues.

## The Good News

- **Based on the financial performance of 140 companies that participated in the Disability Equality Index new research strongly suggests that...**
  - 1) Hiring people with disabilities is good for business.
  - 2) Companies that championed people with disabilities actually outperformed others – driving profitability and share holder returns.
  - 3) Revenue were 28 percent higher, net income 200 percent higher and profit margins 30 percent higher.
  - 4) Companies that improved internal practices for disability inclusion were also four times more likely to see higher total shareholder returns.



# Five Common Denominators

- Research (Disability Equality Index) identifies five common denominators among exemplary organizations that hire individuals with disability:
  - Hire individuals with disabilities, insuring they are in the workplace.
  - Carry out practices that encourage and advance those employees.
  - Provide accessible tools and technologies, paired with a formal accommodation program.
  - Create empowering environments through mentoring and coaching initiatives.
  - Generate awareness through recruitment efforts, disability education programs and grass-roots-led-initiatives.

# Making the Business Case

- Businesses are increasingly hiring people with disabilities
- Tight labor market is pushing companies to open their eyes to considering workers with disabilities
- Persons with disabilities are loyal, enthusiastic and are able to do the job as well as anyone – sometimes even better.
- Falling unemployment rates among people with disabilities suggest more employers are adopting a similar mindset.



# Still Work To Be Done

- According to the Bureau of Labor Statistics
  - Only 29 percent of Americans ages 16 to 64 with a disability were employed as of June 2018
  - Compared with nearly 75 percent of those without a disability.
- The unemployment rate for people with disabilities who are actively seeking work is **9.2 percent** – more than twice as high as for those without a disability (4.2 percent).

\* Department of Labor 2018



# Misperception and Need for More Education

## Misperceptions of Individuals with disabilities

- Do not have the right skills for business.
- Co-workers will be uncomfortable productivity will be negatively impacted.
- Supports in the workplace would be too costly.

## Education

- We know what we know
- We're afraid to ask
- We're not sure what to ask
- Will it work?

## Creating a Win-Win Through Partner Integration

- Partnership between **Title III** Wagner-Peyser Act and **Title IV** Vocational Rehabilitation Services
- **Participation of newly formed Business Service teams from Vocational Rehabilitation (DHS) and Veterans Employer Outreach (IDES JVSG).**
  - Explore employment opportunities for individuals with disabilities, veterans and non-veterans.
  - Raise awareness of disability employment.
- Two teams with a common goal!





## Disability Hiring in the now...

- There is a lot of discomfort and uncertainty in disability hiring and inclusiveness:
  - “Fear of the unknown”
  - “ How do I know if this person can do the job?” or
  - “ How do I know the cost?”
- All of these unknown ultimately compel an employer to express no hiring intent.
- ADA was signed 30 years ago and most workplaces still ignore their existence.



# So Why WINDMILLS?

- Windmills training focuses on raising awareness of the limitations often imposed on people with disabilities such as
  - *Lack of knowledge*
  - *Low expectations*
- The training is considered an effective tools in leveling the employment playing field for people with disabilities



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# WINDMILLS

- A proven history of assisting people with and without disabilities to better understand the culture of disability in the **workplace**.
- Best defined as an **employer-employee training** tool designed to change attitudinal barriers and create a new perspective on the unique abilities of individuals



# Objective of WINDMILLS

- Proven history of assisting people with and without disabilities to better understand the culture of disability in the workplace. How?
  - **Changing Perceptions**
  - **Raising Awareness**
- Best defined as an employer-employee training tool designed to change attitudinal barriers and create a new perspective on the unique abilities of individuals

## WINDMILLS continued...

- The training asks participants to identify emotions, stereotypes and attitudinal barriers which may cause them to be less effective managers.
- Through discussions, participants examine unfair attitudes and learn methods and techniques (through modules) that assist them in becoming more effective.
- Employers are seeing what an individual with a disability can do, instead of perceiving what they can't
- Examples include...

# Dual Customer Benefit

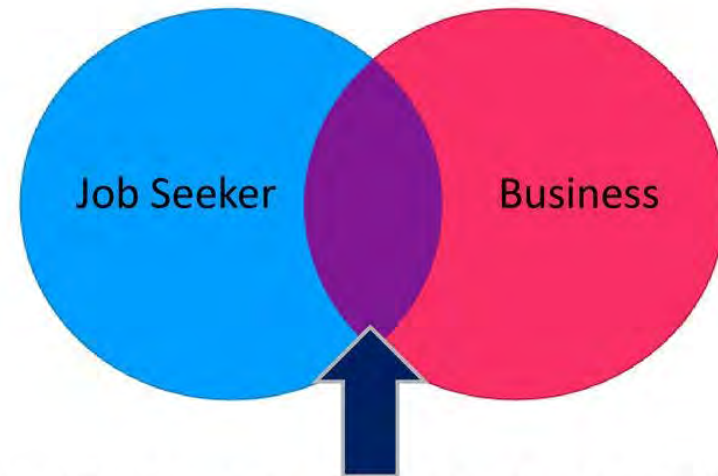
## ■ Employer

- Increased awareness of ability
- Focus on talent
- Increase in talent pipeline

## ■ Jobseeker

- Increase in employment opportunities
- Workplace Culture of understanding and acceptance
- Increase in their value and self esteem
- More equitable access to similar wages and benefits

## Dual Customer Approach



Finding the right talent for the right job



## What lies ahead?

- Just one tool in the toolkit
- Work in partnership together to provide trainings
- Identify opportunities for trainings



## RESOURCES.....

- **IDHS DRS** [www.drs.illinois.gov/success](http://www.drs.illinois.gov/success)
- **IDES:** <https://www2.illinois.gov/ides/>
- **US Dept of Labor – VETS:** [VETS | U.S. Department of Labor](https://www.dhs.gov/vets)
- **Windmills:** <http://www.miltwright.com/products/windmills.html>
- **Accommodations:** <https://askjan.org/empl/index.htm>
- **Hire Individuals with ABILITIES** <https://tapability.org>





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thank you



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Event summary goes here

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- Fourth level
  - Fifth level



- Multiple Choice 1
- Multiple Choice 2
- Multiple Choice 3
- Multiple Choice 4
- Multiple Choice 5