Webcast 5 – What is the Difference Between WIOA Section 188 and Section 508 of the Rehabilitation Act?

First Slide:

Laura: Good Morning David.

David: Good Morning Laura.

Laura: David, these coffee chats have really been getting me thinking and coming up with lots of areas to explore. I hope you're ready because something that I'd like to talk about stems from more of a legal question – "What is the Difference Between WIOA Section 188 and Section 508 of the Rehabilitation Act?". I don't want to get ahead of ourselves - coffee does that to me sometimes, can you briefly share with me what each legal provision does.

Second Slide:

David: Sure thing Laura – I'm not a lawyer, but I'll do my best. In a nutshell, Section 188 of WIOA implements the nondiscrimination and equal opportunity provisions of WIOA. More specifically, Section 188 prohibits discrimination against individuals who apply to, participate in, or come into contact with programs and activities under Title I of WIOA. This includes programs and activities operated by one-stop partners that offer programs or activities through the one-stop/American Job Center system.

Whereas, Section 508 of the Rehabilitation Act mandates that all electronic and information technology developed, procured, maintained, or used by the federal government be accessible to people with disabilities. This includes such things as technology, online training and websites. While this is a mandate against the Federal sector, it can also serve as a guide to states as a operational and policy resource to maximize inclusion in their states surrounding workforce services.

Laura: So it seems while the two have differences in regards to the scope, I would like to think both legal provisions share a strong common characteristic by providing a shield to help protect and promote equal opportunity.

David: Now that's a very interesting legal analogy Laura.

Third Slide (TA Tool): [Section 188 Disability Reference Guide](#)

David: Now that we established the "what", let's take a moment to address the "how" on resources we know that are available to get us from Point A to Point B. For technical assistance resources surrounding WIOA Section 188, the Section 188 Disability Reference Guide includes examples of promising practices to help American Job Centers and their partners in the

workforce development system meet the nondiscrimination and equal opportunity requirements. You can click on this slide to learn more.

Laura: I'm very familiar with this guide, David. This is a really cool and glad you referenced! My favorite section is on *Effectively Communicating with Individuals with Disabilities* mainly because it provides guidelines around effective communication in general and then really breaks it down by different disability types. Some disability types that provide promising practices include individuals who are deaf or hard of hearing, blind or visually impaired, mobility impairments…but there are more. For each, it provides strategies to help guide effective communication. This is the question that many American Job Center staff ask all of the time and this provides some pragmatic strategies that can easily be put into motion.

Fourth Slide: Section 508 Resources (GSA Section 508.Gov)

David: Laura, let's talk about a resource to help with the "how" of implementing Section 508. While the Section 508 standards are established by the U.S. Access Board, the U.S. General Services Administration (or GSA) is tasked under law to provide technical assistance to help Federal agencies comply with the requirements. GSA established the website Section508.gov to share tools and resources surrounding best practices on how to manage an effective IT Accessibility program, understand how to clearly define accessibility requirements for information and communication technology procurement, and to support training and policy compliance. Again, while this resource is geared towards the federal sector, it may be a very useful resource for states to gauge how they can maximize inclusion with their services in their state. You can click on this slide to learn more.

Sixth Slide:

David: This slide lists the resources referenced earlier. Please check them out when you have a moment today.

Seventh Slide:

Laura: And for those listening in, thanks for joining our coffee chat. On behalf of the Employment and Training Administration, we hope these resources help people with disabilities rise and shine in the labor market.