

Playlist 9: Guidance for Employers and WIOA-Related Service Providers Working with Students with Disabilities

The purpose of this playlist is to provide guidance on how to prepare students and youth with disabilities for the transition from secondary school to postsecondary education, training, and employment. Preparation for satisfying and productive adult life can take many forms based on students' interests, strengths, and needs.

I. How Disabilities Are Legally Defined

There is no single definition of disability across federal programs. The resource below includes one definition, but know that the definition may differ for specific programs.

Documents and Web Pages

- *Categories of Disability Under IDEA*—This web page identifies how the nation's special education law (called the Individuals with Disabilities Education Act, or IDEA) defines children with disabilities through the age of 21 who are enrolled in a school system. The definition includes specific disability terms. Links to each type of disability provide more detailed information.
<http://www.parentcenterhub.org/repository/categories/>

II. Employment Preparation—General Resources

Documents and Web Pages

- *A Transition Guide to Postsecondary Education and Employment for Students and Youth with Disabilities*—This comprehensive guide, published by the U.S. Department of Education, Office of Special Education and Rehabilitative Services (OSERS), provides information and real life examples on transition planning strategies for students and youth with disabilities.
<https://www2.ed.gov/about/offices/list/osers/transition/products/postsecondary-transition-guide-2017.pdf>

Websites That Provide Multiple Resources

- *National Collaborative on Workforce and Disability (NCWD)*—NCWD/Youth is a source for information about employment and youth with disabilities. The collaborative's partners—experts in disability, education, employment, and workforce development—strive to ensure that the site provides the highest quality, most relevant information available.
<http://www.ncwd-youth.info/>

Career Planning Begins with Assessment: A Guide for Professionals Serving Youth with Educational and Career Development Challenges

<http://www.ncwd-youth.info/career-planning-begins-with-assessment>

Designing Statewide Career Development Strategies & Programs

<http://www.ncwd-youth.info/StateCareerDevelopment>

Disability Disclosure for Youth

<http://www.ncwd-youth.info/topic/disability-disclosure>

Eight Actions You Can Consider to Support Youth and Adults with Disabilities in WIOA Implementation

<http://www.leadcenter.org/blog/eight-actions-you-can-consider-support-youth-and-adults-disabilities-wioa-implementation>

Guideposts for Success

[http://www.ncwd-youth.info/sites/default/files/Guideposts-for-Success-\(English\).pdf](http://www.ncwd-youth.info/sites/default/files/Guideposts-for-Success-(English).pdf)

Guideposts for Success: A Framework for Families Preparing Youth for Adulthood

http://www.ncwd-youth.info/sites/default/files/infobrief_36.pdf

Individualized Learning Plans How-to-Guide-Section II: Strategies for Gaining Whole-School Buy-in

<http://www.ncwd-youth.info/ilp/how-to-guide/section-2/strategies-for-gaining-whole-school-buy-in>

Paving the Way to Work: A Guide to Career-Focused Mentoring

<http://www.ncwd-youth.info/paving-the-way-to-work>

Strategies for Youth Workforce Programs to become Employer Friendly Intermediaries

<http://www.ncwd-youth.info/information-brief-12>

Transition Truths: An Overview of Transition Systems

<http://www.ncwd-youth.info/transition-truths>

Youth Development and Leadership: Opportunities to Develop Connecting Competencies

<http://www.ncwd-youth.info/sites/default/files/Innovative-Strategies-Practice-Brief-5-Connecting-Activities.pdf>

- *U.S. Department of Labor Office of Disability Employment Policy (ODEP)—Youth Page*—ODEP works to influence national policy and promote effective workplace practices to ensure that today's—and tomorrow's—workforce engages all people, including people with disabilities. As a result, one important policy focus area is youth transitioning from school to adulthood and the world of work.
<https://www.dol.gov/odep/categories/youth/>

Information and Resources for Youth

<https://www.dol.gov/odep/categories/youth/index-Youth.htm>

School Based Preparatory Experiences

<https://www.dol.gov/odep/categories/youth/school.htm>

- *Workforce Innovation Technical Assistance Center (WINTAC)*—This national center funded by the Department of Education's Rehabilitation Services Administration (RSA) provides technical assistance to state vocational rehabilitation agencies and related rehabilitation professionals to help them develop the skills and processes needed to meet the requirements of the Workforce Investment and Opportunity Act (WIOA).

<http://www.wintac.org/>

Pre-employment Transition Services

<http://www.wintac.org/topic-areas/pre-employment-transition-services>

SNAPSHOT: National Training and Technical Assistance Centers focused on Youth, Disability, and Transition

http://wintac-s3.s3-us-west-2.amazonaws.com/topic-areas/ta_PreETS/JYTAC_Snapshot.docx

Courses

- *Interagency Collaboration and Person-Centered Planning*—Developed by PACER through funding provided by ODEP, this training includes an outline and materials designed to support a 3-hour session on interagency collaboration to support students with disabilities’ transition from school to work and postsecondary education.
<http://www.pacer.org/c3/curriculum/session7/>

III. Apprenticeship Programs

Documents and Web Pages

- *Apprenticeship*—Registered Apprenticeship programs are a proven solution for employers, giving them the tools they need to recruit, train, and retain skilled workers. Inclusive program models can attract a diverse array of candidates, including individuals with disabilities. This web page connects to an array of resources providing information on apprenticeship programs, including an Apprenticeship Toolkit focused on youth with disabilities.
<https://www.dol.gov/odep/topics/youth/Apprenticeship.htm>

Videos

- *#ApprenticeshipWorks Video Series*—These videos, designed to promote diversity inclusion, feature apprentices with and without disabilities (Recruits) and their apprenticeship employer sponsors (Sponsors) in high-growth industries like information technology, healthcare, and marine engineering.
<https://www.dol.gov/odep/topics/youth/Apprenticeshipworks-video-series.htm>

IV. Customized Employment

Websites That Provide Multiple Resources

- *LEAD Center Customized Employment Resources*—The LEAD Center has multiple initiatives to promote Customized Employment as a universal design approach within the workforce development system to enable youth and adults with disabilities to secure and maintain employment. The LEAD Center provides intensive technical assistance and training to staff at American Job Centers (AJCs) and their partners.
<http://www.leadcenter.org/customized-employment>
- *U.S. Department of Labor, Office of Disability Employment Policy (ODEP)*—ODEP offers a comprehensive website that links to its policy and technical assistance resources. The site is searchable by topic.
<https://www.dol.gov/odep/>

Customized Employment

<https://www.dol.gov/odep/topics/customizedemployment.htm>

What is Customized Employment?

<https://www.dol.gov/odep/categories/workforce/CustomizedEmployment/what/index.htm>

V. Entrepreneurship

Documents and Web Pages

- *Road to Self Sufficiency: A Guide to Entrepreneurship for Youth with Disabilities*—This is a resource for organizations working with youth on career exploration and employment options by showing how entrepreneurship can be used in their programs.
http://www.ncwd-youth.info/assets/guides/entrepreneurship/entrepreneurship_guide.pdf

VI. Financial Literacy

Documents and Web Pages

- *Developing Financial Capability Among Youth: How Families Can Help*—This brief for families provides suggestions and resources on how to talk with youth about money and assist them to learn and practice financial management skills through their interactions at home.
<http://www.ncwd-youth.info/FinancialCapabilityFamilies>
- *Taking Charge of Your Money: An Introduction to Financial Capability*—This brief is a starting point for youth to learn about and develop their financial capability so that they can make smart decisions about managing their money now and in the future.
<http://www.ncwd-youth.info/FinancialCapabilityYouth>

VII. Internships

Documents and Web Pages

- *Inclusive Internship Programs: A How-to Guidebook for Employers*—This guide provides all types of employers with information about the benefits of engaging in inclusive internship programs. The guide identifies how to design, implement, and evaluate the program, and also provides information and resources on promoting inclusion in the workplace beyond the internship program.
<https://www.dol.gov/odep/pdf/InclusiveInternshipPrograms.pdf>

VIII. Specific Interventions Targeted to Youth

Documents and Web Pages

- *Charting the Course: Supporting the Career Development of Youth with Learning Disabilities*
http://www.ncwd-youth.info/sites/default/files/ld-guide_2.pdf
- *Juvenile Justice*
<http://www.ncwd-youth.info/topic/juvenile-justice>
- *Negotiating the Curves Toward Employment: A Guide About Youth Involved in the Foster Care System*
<http://www.ncwd-youth.info/negotiating-the-curves-toward-employment>
- *Tunnels & Cliffs: A Guide for Workforce Development Practitioners and Policymakers Serving Youth with Mental Health Needs*
http://www.ncwd-youth.info/assets/guides/mental_health/Mental_Health_Guide_complete.pdf

Websites with Comprehensive Disability Information

ADA National Network—The ADA National Network provides information, guidance, and training on how to implement the Americans with Disabilities Act (ADA). Its services and resources are relevant across all sectors of society such as businesses, employers, state and local governments, architects, disability organizations, and individuals with disabilities whose rights are protected under the ADA.

<https://adata.org/>

Disability and Employment Community of Practice—This is an online learning destination for public workforce system staff and partners, job seekers, community-based organizations, grantees, and the business sector, who provide services and programs to people with disabilities and/or other challenges to employment.

<https://disability.workforcegps.org/>

Disability Employment Initiative (DEI) Grants—Since 2010, DEI grants have been awarded to state workforce agencies to support American Job Centers (AJCs) to improve and enhance career, training, and workforce services for individuals with disabilities. DEI has focused on partnerships and collaboration at the systemic level working across multiple programs and services at the state and local level, along with individual level partnerships through Integrated Resource Team strategies. DEI grants also have focused on Career Pathways as a central tenet of the grant project objective. This website shares extensive technical assistance information and resources on successful strategies for improving AJC and WIOA Title I services for individuals with disabilities.

<https://dei.workforcegps.org/>

Employer Assistance and Resource Network on Disability Inclusion (EARN)—Funded by the U.S. Department of Labor’s Office of Disability Employment Policy, EARN is a comprehensive resource that helps employers tap into the benefits of disability inclusion.

<http://www.askearn.org/>

Innovation and Opportunity Network (ION) Community of Practice—ION is a community of practitioners, program staff, partners, planners, industry leaders, and stakeholders focused on system improvement, capacity building, and excellence in the public workforce system. ION is a national, regional, state, and local alliance that makes available the technical assistance, information sharing, and training needed to implement the vision of WIOA.

<https://ion.workforcegps.org/sitecore/content/sites/WIOA/home>

Job Accommodation Network (JAN)—This is a federally funded resource of free, expert, and confidential guidance on workplace accommodations and disability employment issues. Working toward practical solutions that benefit both employer and employee, JAN helps people with disabilities enhance their employability and shows employers how to capitalize on the value and talent that people with disabilities add to the workplace. JAN’s consultants offer one-on-one guidance on workplace accommodations.

<https://askjan.org/links/about.htm>

LEAD Center—The LEAD Center focuses on promoting innovation in policy, employment, and economic advancement to advance individual and systems level change for all people with disabilities. It provides policy research and recommendations, training, and technical assistance as well as demonstration projects designed to foster wider understanding, adoption, and integration of next-generation employment practices in both the public and private sector.

<http://www.leadcenter.org/>

National Collaborative on Workforce and Disability (NCWD)—NCWD/Youth is a source for information about employment and youth with disabilities. The collaborative’s partners—experts in disability, education, employment, and workforce development—strive to ensure that the site provides the highest quality, most relevant information available.

<http://www.ncwd-youth.info/>

Partnership on Employment and Accessible Technology (PEAT)—PEAT offers online resources as well as networking and collaboration opportunities to engage employers, information technology companies, and organizations interested in expanding the use of accessible technology in the workplace.

<http://www.peatworks.org>

U.S. Department of Labor, Disability Resources—This website provides information on the Department’s offices that support the preparation and hiring of individuals with disabilities. It also links to specific employment-related topics. This site replaces Disability.gov.

<https://www.dol.gov/general/topic/disability>

U.S. Department of Labor, Office of Disability Employment Policy (ODEP)—ODEP offers a comprehensive website that links to its policy and technical assistance resources. The site is searchable by topic.

<https://www.dol.gov/odep/>

Workforce Innovation Technical Assistance Center (WINTAC)—This national center funded by the Department of Education’s Rehabilitation Services Administration (RSA) provides technical assistance to state vocational rehabilitation agencies and related rehabilitation professionals to help them develop the skills and processes needed to meet the requirements of WIOA.

<http://www.wintac.org/>

About the Playlists

This playlist is one of a set of ten. The playlists cover the following topics:

- *Playlist 1: Guidance for WIOA Programs, Service Providers, and Practitioners Working with Individuals with Disabilities*
- *Playlist 2: Including Individuals with Disabilities in Outreach and Recruitment*
- *Playlist 3: Disability Etiquette—Effective Communication with Individuals with Disabilities*
- *Playlist 4: Physical Access for Individuals with Disabilities*
- *Playlist 5: Technology Access for Individuals with Disabilities*
- *Playlist 6: Employer Engagement Strategies to Recruit and Retain Individuals with Disabilities*
- *Playlist 7: Individuals with Disabilities—Partnerships to Support Education, Training, and Employment*
- *Playlist 8: Legislation Relevant to Individuals with Disabilities*
- *Playlist 9: Guidance for Employers and WIOA-Related Service Providers Working with Students with Disabilities*
- *Playlist 10: Guidance for Employers and WIOA-Related Service Providers Working with Veterans with Disabilities*

Who are these playlists for?

These playlists are intended for use by workforce development professionals, employers, rehabilitation services providers, adult educators, and other practitioners. Predominantly federally funded practical resources and tools are included. The complete set of playlists can be found at [https://disability.workforcegps.org/resources/2017/02/15/22/14/The Playlists Disability Resources for WIOA Practitioners](https://disability.workforcegps.org/resources/2017/02/15/22/14/The_Playlists_Disability_Resources_for_WIOA_Practitioners).

Disclaimer

This playlist contains resource materials that are provided for the user's convenience. The inclusion of these resource materials is not intended to reflect their importance, nor is it intended to endorse any views expressed or products or services offered. This playlist may contain hypertext links, contact addresses, and websites to information created and maintained by other public and private organizations, and the contractor does not guarantee the accuracy, relevance, timeliness, or completeness of any outside information. These playlists were developed under contract #ED-VAE-14-O-5014. The opinions expressed in any of these materials do not necessarily reflect the positions or policies of the U.S. Department of Education.