



EMPLOYMENT FIRST UPDATE 3/5/18

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1. **LAST CHANCE, EFSLMP PROVIDER TRANSFORMATION APPLICATION DEADLINE TODAY, 3/5/18**



New Technical Assistance Opportunity EFSLMP Provider Transformation 2.0 Webinar Series

In March 2018, the Office of Disability Employment Policy (ODEP) will launch the **Provider Transformation 2.0 Webinar Series**, six (6) ninety-minute sessions led by national subject matter experts from the Employment First State Leadership Mentoring Program (EFSLMP). The webinars are designed for community rehabilitation providers (CRPs) who have already begun to transform their service delivery model to one with an emphasis on competitive, integrated employment as the priority outcome for individuals served. Through this series, ODEP will gather more feedback to create the "Provider Transformation 2.0 Manual" as a supplemental resource for the field. This opportunity is open to all CRPs. The scheduled webinars will be held on Thursdays as follows:

- **Webinar #1: Redesigning Your Organization: Board, CEO, CFO, Middle Management, Front Line Staff, Employers & Stakeholders** [Leadership, Strategic Planning, Operations Focus]
Date / Time: March 15, 2018 @ 1:00pm - 2:30pm (Eastern)
Facilitators: Karen Lee; Thomas "Tom" Wilds
- **Webinar #2: Staff Development, Recruitment, and Restructuring: "How To" Examples of Effective Restructuring; Where to Focus Attention on Transformation** [Operations Focus, Workforce Focus]
Date / Time: March 29, 2018 @ 1:00pm - 2:30pm (Eastern)
Facilitators: Dale Versteegen; Gail Fanjoy
- **Webinar #3: Staff Training Specifics: Developing Internal Trainers, Meaningful Day Integration, Best Practices, Transportation Solutions, Sample Job Descriptions/Work Day Schedules** [Workforce Focus]
Date / Time: April 12, 2018 @ 1:00pm - 2:30pm (Eastern)
Facilitators: Genni Sasnett; Gail Fanjoy

- **Webinar #4: Stakeholder Engagement: How to Listen; Considering Real Choices; Working Effectively with Families, Self-Advocates, Employers, Policymakers, and Advocacy Organizations** [Customer Focus]
Date / Time: April 26, 2018 @ 1:00pm - 2:30pm (Eastern)
Facilitators: Sean Roy; Pat Rogan
- **Webinar #5: The Importance of Effective Advocacy for Better Policy: Collaboration, Coalitions, Communities of Practice, and Capacity Building at the Local Level** [Leadership, Strategic Planning]
Date / Time: May 10, 2018 @ 1:00pm - 2:30pm (Eastern)
Facilitators: Rachel Pollock; Karen Lee
- **Webinar #6: Funding Diversification: Local, State, Federal Examples + How to advocate for it; Phasing Out Reliance on Facility-Based Contracts** [Strategic Planning, Operations Focus]
Date / Time: May 31, 2018 @ 1:00pm - 2:30pm (Eastern)
Facilitators: Rachel Pollock; Genni Sasnett

For detailed information regarding the webinar series click [here](#). Complete the [online application](#) and [Provider Commitment Form](#) by March 5th. Applicants will be notified by March 12th. Please share with your colleagues!

Update: The following webinars align with the CESP Content Outline and will be considered for CE Credits: Webinars #3, #4, and #6. APSE will offer 1.5 CE's for each of those for a total of 4.5 CE's. Please share with your providers.

How will it work? EconSys will download attendee reports after each webinar. The list will be forwarded to ODEP who will then share the list with APSE.

2. RESOURCES

- **FEATURED RESOURCE: Engaging Employers: A Guide for Disability and Workforce Development Service Providers**

Disability and workforce development service providers play a key role in helping job seekers with disabilities find and succeed in employment. But they also serve employers - by identifying and connecting them with individuals to meet their workforce needs. Now, a new guide from EARN, developed with input from the Council of State Administrators of Vocational Rehabilitation's National Employment Team, examines this "dual customer" approach in depth. [Read the guide.](#)

- **Even for Experienced Wheelchair Users, Learning New Techniques May Save Wrists, Arms, and Shoulders**
For wheelchair users, transferring in and out of their chairs can take a toll on the upper body. This week's [Research In Focus](#) looks at a training program which may help even the most experienced wheelchair user improve their transfer techniques.
- **CDC Report Focuses on Childhood TBI**
Ann Glang, PhD, principal investigator for [multiple NIDILRR-funded projects focusing on traumatic brain injury \(TBI\) in childhood](#), co-authored a [Report to Congress on the](#)

[Management of TBI in Children](#), published by the [Centers for Disease Control and Prevention \(CDC\)](#). The report details the impact a TBI can have on children and their families, identifies gaps in care, provides opportunities for action to reduce gaps, and highlights key policy strategies to address the short- and long-term consequences of a TBI. The CDC report also includes detailed opportunities for action to improve care coordination after a TBI to maximize children's potential for recovery and achievement of optimal outcomes. Other members of the NIDILRR community also provided additional input as external reviewers.

- **New Video Series Shares Voices of Experience in SCI**
The NIDILRR-funded [Midwest Regional Spinal Cord Injury Model System Center \(MWRSCIS\)](#) is producing a video series, [Voices of Experience - Living with Spinal Cord Injury](#), in collaboration with FacingDisability.com. The 10-part video series focuses on the questions, issues, and concerns that are most important to hospitalized patients in the early days after SCI, such as the first days in the hospital, greatest fears, family relationships, and emotional reactions to injury. [Previews of the first two videos in the series are available on YouTube](#). When complete, the video series will be made available online.
- [Website Accessibility Top 10](#)

Recently, EARN collaborated with the Partnership on Employment and Accessible Technology (PEAT) to develop a new resource, "10 Tips for an Accessible Website." Given that one in five Americans has a disability and one in eight is over age 65, inaccessible websites can cause a business to lose out on potential job candidates or customers. People with different disabilities, whether temporary or permanent, access websites in different ways. These strategies can help ensure all are "virtually welcome," regardless of their vision or hearing level, whether they use a mouse or keyboard commands, or how they process information. Read "[10 Tips for an Accessible Website](#)."

- **Did you know that the Illinois Council on Developmental Disabilities has a stipend program that pays for Illinois families to attend conferences?**
[The Consumer Involvement Program-Consumer Stipend Funds](#)

The Consumer Stipend Program funded by the ICDD and managed by The Arc of Illinois helps individuals and their family members attend educational conferences that discuss topics focused on intellectual and developmental disabilities.

The program can assist financially with the many expenses involved with attending a conference, including but not limited to: registration, gas, hotel, child care and meals.

This goal of this program is to make sure self-advocates and family members have the availability to information so that they are able to make positive changes in their lives and be the best advocates they can.

We would appreciate if you could share this information with individuals with developmental/intellectual disabilities and their families.

[Click here](#) to for more details about applying for the Consumer Involvement Program

Please contact **Lee Ann** at 815-464-1832 or leeann@thearcofil.org with any questions.

This is a great opportunity for self-advocates and family members to attend conferences or trainings that they would not otherwise be able to attend.

- **[Key Recommendations Published from PEAT Think Tank](#)**

The 2017 PEAT Think Tank meeting gathered 63 participants representing industry, government, academia, and the disability community for working discussions of key issues surrounding accessible workplace technology. The event generated several tangible recommendations for closing the accessible technology skills gap, expanding government apprenticeship and workforce programs for people with disabilities, and encouraging the development of accessible products.



[Read more](#)

- **[The Campaign for Disability Employment](#)**

The Campaign for Disability Employment (CDE) recently announced the launch of its brand-new website. It offers in-depth information and coordinating media products to promote positive employment outcomes for people with disabilities, including the award-winning “I Can,” “Because” and “Who I Am” PSAs.



[Read more](#)

3. WEBINARS

- **[Webinar Series: Financial Inclusion for People with Disabilities](#)**

The NIDILRR-funded [Southeast ADA Regional Center](#) will host a three-part webinar series, [Show Me the Money! Advancing the ADA's Goal of Economic Self-Sufficiency - Financial Inclusion for People with Disabilities](#), March 8th, 15th, and 22nd, 2 - 3:30pm, ET. The series explores topics related to financial inclusion for people with disabilities, including creating a culture of financial inclusion and access; Money Smart, a financial education tool developed by the Federal Deposit Insurance Company (FDIC); and ABLE accounts. Registration is free and required for each webinar.

- **On Tuesday, March 13, 2018 from 12:00 PM - 1:00 PM**, The Illinois Life Span Program of The Arc of Illinois will host a *free* webinar, ***IEP Facilitation: How Facilitated IEP Meetings Can Guide the Process***, with Sherry Colegrove, of the Illinois State Board of Education (ISBE) and three IEP facilitators.

Please register for Lunch Webinar - IEP Facilitation: How Facilitated IEP Meetings Can Guide the Process on Mar 13, 2018 12:00 PM CDT at: <https://attendee.gotowebinar.com/register/6372359664921580291>.

Details about how to join the webinar will be sent to you upon registration. (If you're unable to join, a recording will be available at <https://www.thearcofil.org/monthly-webinars/> at a later date.)

4. OPPORTUNITIES TO PARTICIPATE

- **[Workforce Development Survey](#)**

The Frontline Focus Training Institute at the Chicago Jobs Council has been supporting workforce development professionals for 15 years. In that time, our understanding of issues impacting the field has come from you, the staff on the ground doing the work of preparing and connecting job seekers to quality employment. From our perspective, yours are the jobs that make a difference. We value your experience and consider you experts in the field. And now, we want to know more about you!

For the first time, we are seeking to understand the state of the workforce development field in Illinois. [Through a comprehensive survey, we invite you to tell us about: what you do, how you feel about what you do, and the conditions of your job.](#) This is an opportunity to make your voice heard, contribute to benchmarking research about *your* field of work, and inform CJC's broader advocacy agenda.

This survey is intended for frontline staff who work *directly* with job seekers or employers.

- All the answers you provide will be kept CONFIDENTIAL. Your responses will be combined with those of many other respondents and will be summarized.
- You will have the opportunity to win one of 8 \$50.00 Visa gift cards. The earlier you complete the survey, the more chances you have to win!

It should take 15-20 minutes to respond to the survey. Thank you in advance for your feedback!

[2018 State of the Field Survey](#)

- **Mock Interviews Opportunities**



Mock Interviews Thursday March 15th at Hart Schaffner Marx

Legendary suit manufacturer [Hart Schaffner Marx](#) (HSM) **has now hired 7 individuals with autism** in four different departments under the [Autism Workforce](#) model and continues to provide opportunities in the HR department.

Mock Interviews will take place on **Thursday, March 15th**, between the hours of 9am- 11am. Each interview is 30 minutes and is conducted by HSM's HR Team. There are 8 slots available (9:00am, 9:30am, 10:00am, 10:30am). Please contact Amy Willer (amy@autismworkforce.com), as soon as possible, if your student/client is interested in this incredible opportunity.

Resumes are not mandatory, but highly recommended for Mock Interviews. We also ask that the student/client arrive promptly for the Mock Interview. Please note, that this is only a “practice interview” giving participants the opportunity to build their interview skills. Participants will receive written feedback from HSM's HR Team. We look forward to helping your children, clients and students succeed.

David, Ashley, Amy and Quinna
Autism Workforce Team

- **Health Care Survey**
The NIDILRR-funded [Collaborative on Health Reform and Independent Living \(CHRIL\)](#) is conducting a [survey of adults with disabilities about getting and using health insurance and health care services](#). The online survey is open to adults 18 to 62 years old with any type of disability and any type of health insurance. Responses are anonymous. Qualified participants may enter to win a \$100 gift card.
- **[Work Matters: Readyng a Skilled Workforce](#)**

TWITTER CHAT **Wednesday, March 7, 1pm ET**



Apprenticeships and other work-based learning opportunities are key to creating pathways to employment for youth and young adults with disabilities. PEAT is proud to be partnering with **ePolicyWorks** and the **National Collaborative on Workforce and Disability for Youth** for a Twitter chat to talk about inclusive and accessible options for readyng a skilled workforce and explore the ways that businesses, state policymakers, and family members of people with disabilities can best support and promote career readiness. This event is being held in conjunction with the ePolicyWorks online dialogue, “[Work Matters: Readyng a Skilled Workforce](#),” hosted by the U.S. Department of Labor’s Office of Disability Employment Policy’s State Exchange on Employment and Disability (SEED). To join the Twitter chat and follow along, use the hashtag #EPWChat.

[Read more](#)

5. EFSLMP INSIGHT

employment



Supporting and Retaining Staff on a Shoe String Budget

Jeannine Pavlak, MS NPM

With staff turnover in the disability field at roughly 20+%, it is a constant challenge for service providers to focus on continuous improvement as it seems like much of our time is centered around on-going staffing needs and challenges. How does this sector attract and retain the professional and skilled staff that are needed to provide quality competitive integrated employment and meaningful community supports?

Let's face it, direct care staff do not earn as much money as they should, and often work more than one job to make ends meet. So why do we do it? Many of us came into the field because we truly find this work rewarding. Often it is the mission of an organization that makes a connection to us and draws us in. So why then is staff retention a problem and what can we do to control it?

There are things that can be done to increase staff retention that are not costly. Start at the beginning from recruitment and onboarding. This process has lasting impressions. Orientation should begin with an overview of the organization, including the history and mission. Share success stories and if able, provide a tour of all programs. Make sure staff are in the right positions and that they understand the appropriate expectations of their role. Consider a staff referral program as part of your recruitment strategy and if possible, provide a small incremental bonus for referrals of potential candidates that are hired and remain onboard for at least a specified period of time.

Another way to improve staff retention is by making sure all services being provided clearly match the mission of the organization. Simply doing what it is you say you are going to do. Do the services being provided match the mission which made a connection to the employee who applied? Also, celebrate mission moments to keep the connection seen and felt on a regular basis. Ensure that there is a culture of trust

and allow staff to openly speak about what is working well and not working well, and invite suggestions. Ongoing feedback is not only important to provide, it is also important to solicit. Provide a culture that supports staff to shine and be open to new ideas. Having regularly scheduled team and/or staff meetings also allow staff to know they will have an opportunity to address any issues they may be encountering on an ongoing basis.

Do not underestimate the power of staff training and development. Staff need to feel competent and trust that they can make decisions when they are supporting individuals in the community. Training does not have to be expensive. Provide opportunities for staff to bring back what they learned while participating in an external training to the other staff. Although there is a cost to training and development, it is less costly than hiring and training new staff to replace those who have left. Regular recognition of staff has great value. Publicly recognize someone when you see them or hear of them doing something great. Recognize birthdays and employment service anniversaries at an all staff meeting or at minimum send a personal email recognizing such. These little things help people feel like they matter and are important.

As staff do leave, make sure to perform an exit interview and track this data so that it can be analyzed for trends. This data is helpful to make further retention decisions/strategies. Don't only interview staff as they leave, perform "stay" interviews as well. This provides an opportunity for staff to openly discuss what keeps them connected to the organization, answering the why they stay, not why they leave.

Jeannine has shared an infographic detailing returns on investment from her organization, NEBA. To view, click this [link](#).

6. EMPLOYER CORNER

- [CBS News Spotlight on Neurodiversity in the Workplace](#)

A recent feature on CBS News' "Sunday Morning" television news magazine program shined a light on companies - among them tech giants Microsoft and SAP - that are realizing the benefits of workplace neurodiversity and developing programs to proactively recruit, hire and retain people on the autism spectrum. Among the strategies highlighted were task-based interviews, soft skills training and workplace mentoring. "There really is, and was, a lot of data on the table that said to us that we were missing out," said Microsoft Chief Accessibility Officer Jennie Lay-Flurrie, who was interviewed for the segment. "We were missing out on an opportunity to bring talent in with autism." [Watch or read the segment.](#)

EMPLOYER SPOTLIGHT



Cisco

In a recent podcast, Pat Romzek, an Executive Consultant for Cisco, discussed the company's Project Life Changer, an inclusive hiring program focused on recruiting and retaining employees with disabilities. The podcast is one in the "Future of Work" series produced by the Partnership on Employment and Accessible Technology in collaboration with Workology.com to start conversations around how emerging workplace technology trends are impacting people with disabilities. [Access the podcast.](#)

7. MARCH IS DEVELOPMENTAL DISABILITIES MONTH



March is almost here! Are you ready for Developmental Disabilities Awareness Month?

Visit our DD Awareness Month Webpage!

NACDD has created a webpage dedicated to DD Awareness Month. On the page, you will find a Resource Guide filled with helpful resources to share, images to share across social media and so much more! Everything that you may need to help plan your Developmental Disabilities Awareness

Month campaign is on one page for your convenience. Visit nacdd.org/ddam to find all of these resources and more!

This page will be updated throughout the month as new resources are submitted. If you have great examples of stories, videos, toolkits or other resources that you'd like to share, send them to us! If you need any files or resources in a different format than what we have shared, email us and we'd be happy to help.

8. FUNDING OPPORTUNITIES

The Department of Commerce & Economic Opportunity's Office of Employment & Training announced three NOFOs (notice of funding opportunities): [Statewide Workforce Innovation Program](#), [Illinois Talent Pipeline Program](#), and [Youth Career Pathways Program](#). All of them have May 1st deadlines. The Department encourages interested workforce development organizations to apply. On March 7, 2018, there will be an in-person meeting in Naperville to discuss these opportunities (details are in each NOFO).

9. EMPLOYMENT OPPORTUNITY

- **Manager of Illinois ABLE-“A Better Life Experience”** [job description](#)