



DEI Videos and Services Available to You

September 18, 2017



Illinois
Department of Commerce
& Economic Opportunity
OFFICE OF EMPLOYMENT & TRAINING
Bruce Rauner, Governor



Disability Employment Initiative



What is DEI?

1. DEI projects are federally funded by the US Department of Labor's ODEP and ETA Divisions.
2. States apply for 3-year grants to pilot innovative approaches for better serving individuals with disabilities under the Workforce Innovation and Opportunity Act.
3. States choose specific geographies within the state in which to base the project.
4. Projects are built around partnership between systems.
5. There have been seven "Rounds" of DEI grants since 2010. Illinois has received three grants, serving over 1,000 individuals various locations in the state.

Since 2010, the US Department of Labor (DOL) has awarded over \$123 million to forty-nine projects in twenty-eight states under the Disability Employment Initiative (DEI) to expand the capacity of American Job Centers (AJCs) to improve education, training, and employment outcomes.

<https://www.doleta.gov/disability/DEI.cfm>

Illinois' DEI Video Project



As part of Illinois' Round 4 DEI project, the partner agencies and additional stakeholders collaborated to produce a series of informational videos

- 46 videos were produced in all.
- Videos are targeted to the general public, jobseekers and employees with disabilities, and employers.
- A range of topics including reasonable accommodation, general ADA information, and state services for jobseekers.
- All videos are free for public use, and posted at www.disabilityworks.org.
- You can embed these videos on your website or share on your social media pages using the Embed or Share links on YouTube.

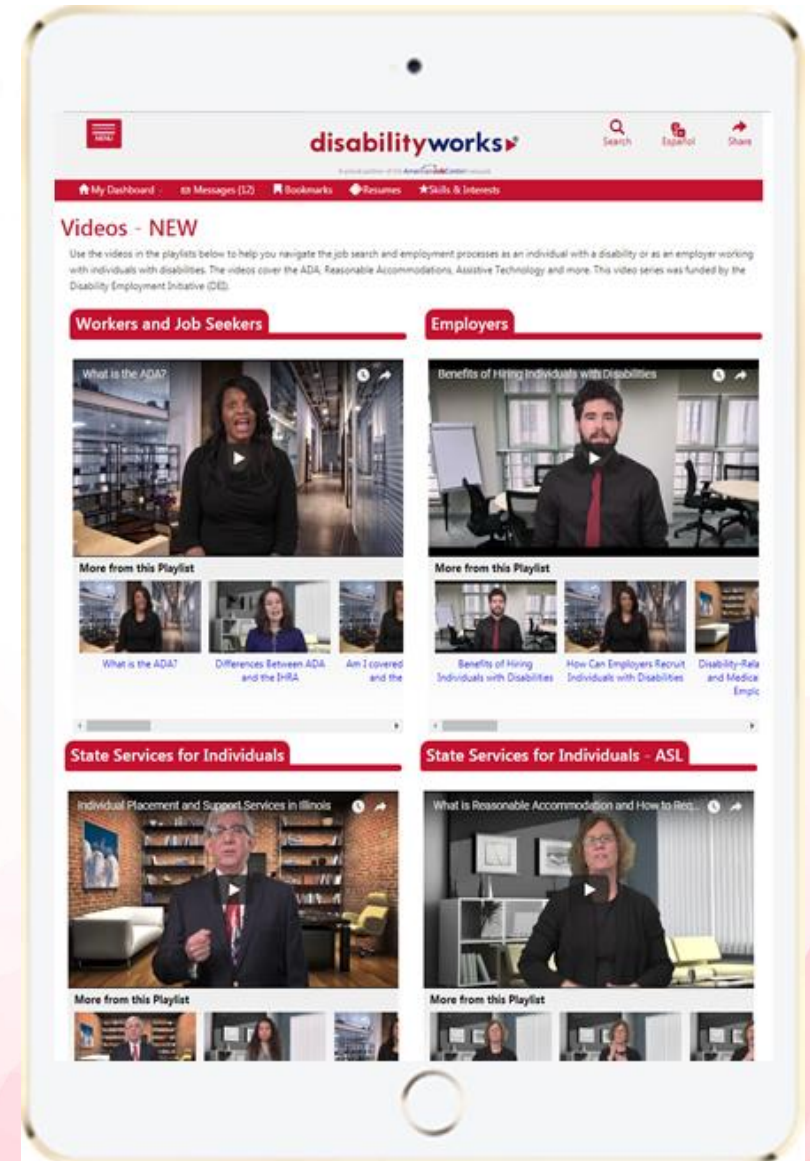
We are thankful to the collaborating agencies who have joined us to talk about their services and contributions to the project!

Find the Videos Online

www.disabilityworks.org/DEIVideoSeries

OR

1. Go to www.disabilityworks.org
2. Click on Menu
3. Click on Resources>Videos



Workforce Innovation and Opportunity Act



What is WIOA?

1. The Workforce Innovation and Opportunity Act (WIOA) is a federal law aimed at helping job seekers access employment, education, training and support services.
2. Services come free of charge to eligible jobseekers.
3. There are four parts of the law, administered in partnership between four Illinois agencies:

- Illinois Department of Commerce and Economic Opportunity
- Illinois Community College Board
- Illinois Department of Employment Security
- Illinois Department of Human Services – Division of Rehabilitation Services



Workforce Innovation and Opportunity Act

WIOA helps a wide variety of jobseekers, including those with disabilities, through services such as skill and job assessments, career counseling and planning, pre-vocational services, job clubs, job referrals and placement services.

- WIOA services are offered at Illinois workNet Centers (also known as American Job Centers) located throughout the state.
- Depending on circumstances, funding for occupational training or on-the-job training may also be available.
- American Job Centers strive to be fully accessible to jobseekers with disabilities.
- More information regarding the location of Illinois workNet Centers and services available www.IllinoisworkNet.com.

Local Workforce Innovation Area (LWIA) Map of Illinois workNet Centers and Affiliates



Illinois Department of Human Services

DHS is made up of 5 Divisions:

1. DASA-Division of Alcohol and Substance Abuse
2. DDD-Division of Developmental Disabilities
3. DFCS-Division of Family and Community Services
4. DMH-Division of Mental Health
5. DRS-Division of Rehabilitation Services



IDHS' Mission is: "Strengthening Illinois by building up lives and communities." Providing services and supports promoting competitive, integrated employment opportunities for persons with disabilities is a core element of this mission. Our Divisions work together to provide innovative programming and resources that help actualize the employment and independent living goals of Illinois citizens who have disabilities.

<http://www.dhs.state.il.us/page.aspx>

Employment First: What Is It?



- *Employment First* is a **nationwide** initiative centered around the principle that all citizens, including those with disabilities, are capable of full participation in integrated employment and community life. *Integrated Employment* is defined as work paid directly by employers at the greater of minimum or prevailing wages with commensurate benefits that occurs in a typical work setting where the employee with the disability interacts or has the opportunity to interact continuously with coworkers without disabilities, has an opportunity for advancement and job mobility, and is preferably engaged full-time.

The Employment and Economic Opportunity for Persons with Disabilities Taskforce (EEOPD)

IDHS provides administrative support to the legislatively established (PA 96-368) EEOPD

- The EEOPD includes 10 Designated State Agencies: Governor's Office, Education (ISBE, CCO, IBHE), DCEO, Health and Human Services, Divisions of: Vocational Rehabilitation, Developmental Disabilities and Mental Health, DD Council, IDES, Veterans Affairs.
- 15 Public Members (at least 5 who have a disability) serve on the Taskforce.
- The EEOPD has several priorities including: Reform of existing employment systems via implementation of Employment First, addressing subminimum wage, housing and transportation.

<http://www.dhs.state.il.us/page.aspx?item=97770>

Federal Guidance & Support-ODEP created Employment First State Leadership Mentoring Program (EFSLMP) to assist with E1 Goals

Illinois just completed it's third year of the Program, the EFSLMP focus is on four areas:

1. Employer Engagement
2. Capacity Building in Effective Practices within Community of Practice
3. Transitions Best Practice Supporting Community Integrated Employment (CIE)
4. Vision Quest-MOU Development and Braided Funding Options

Join the Illinois Employment First Community of Practice



- Benefits include access to EFSLMP training and resources
- Connections to agencies and practitioners working to implement Employment First in Illinois via quarterly summits & the E1 Update
- Free and innovative workforce development training like Cornell's Diversity Partners 4 part webinar series for Illinois' Employment First Stakeholders (Starting October 25, 2017)

For more information on Illinois Employment First Activities contact:

Tania.Morawiec@illinois.gov

Department of Human Services Division of Rehabilitation Services (DRS)

- State Vocational Rehabilitation (VR) agency- Title IV of WIOA
- Provides employment services to over 40,000 people with disabilities each year with around 5,000 achieving employment
- Employs about 200 professional rehabilitation counselors
- Serves individuals with all types of disabilities



Individuals Served by the DRS VR Program

- Eligible individuals must have a physical or mental impairment
- VR rules define “including but not limited to” ...
- amputation, arthritis, autism, blindness, burn injury, cancer, cerebral palsy, cystic fibrosis, deafness, head injury, heart disease, hemiplegia, hemophilia, intellectual disability, respiratory or pulmonary dysfunction, mental illness, multiple sclerosis, muscular dystrophy, musculo-skeletal disorders, neurological disorders (including stroke and epilepsy), paraplegia, quadriplegia (and other spinal cord conditions), sickle cell anemia, specific learning disabilities, or end stage renal failure disease

Employment Services Provided by DRS

- Services provided directly by DRS or purchased from providers.
- Job training, job placement, supported employment, postsecondary education, self-employment support,
- Assistive technology and related services to assist individuals in attaining and retaining employment
- Support services such as child care, housing assistance, interpreter services and transportation
- Orientation mobility and rehabilitation instruction for individuals who are blind or visually impaired

Service Arrangements Provided by DRS

- Services are based on an individualized plan for employment
- DRS rehabilitation counselors provide counseling and guidance, job exploration and job placement services
- DRS works with community provider agencies for job development, job placement and supported employment
- DRS works with high schools to provide work experience and readiness services to students with disabilities (pre-employment transition services)
- DRS supports college students with tuition, books and housing

Division of Rehabilitation Services Videos

- Videos designed for individuals with disabilities:
 - Orientation to the Division of Rehabilitation Services
 - Vocational Rehabilitation Eligibility and Services
 - How DRS Customers Can Get a State Job in Illinois
 - The goal is to provide clear information to individuals with disabilities who are seeking employment and who may benefit from participation in the VR program

Division of Rehabilitation Services Videos

Background

- Videos designed for employers:
 - Benefits of Hiring Individuals with Disabilities
 - How Employers Can Recruit Individuals with Disabilities
 - The goal is to give employers a better understanding of issues relating to hiring people with disabilities, reducing barriers to employment, and developing employer support in a variety of industry sectors

Illinois Department of Human Services/Division of Mental Health

- **Vision:** It is the vision of the DMH that all persons with mental illnesses recover, and are able to participate fully in life in the community. We envision a future when everyone with a mental illness will recover, a future when mental illnesses can be prevented or cured, a future when mental illnesses are detected early, and a future when everyone with a mental illness at any stage of life has access to effective treatment and supports essential for living, working, learning, and participating fully in the community.
- **Mission:** Through collaborative and interdependent relationships with system partners, it is the Mission of the DMH, the State Mental Health Authority, to assure the provision of a recovery-oriented, evidence-based, community-focused, value-dedicated and outcome-validated mental health service system, in order to build the resilience and facilitate the recovery of persons with mental illnesses and to help maximize community supports and develop skills for persons with serious mental illness and children with serious emotional disturbance.



Individual Placement and Support [IPS]

- **IPS** is the evidence-based practice model of Supported Employment. IPS is proven through research to be ***the most effective approach to helping individuals with Severe Mental Illnesses to return to the workforce***; with the goal being the attainment and maintenance of a competitive, preference-based job within the community. Research has shown that being effectively employed can be an important part of mental health treatment.
- IPS helps interested consumers find work based on their preferences and abilities. Consumers who choose to seek employment receive the supports they need for as long as they may need them. These supports may include help with interviews, benefits planning, routines and schedules, work relationships, managing and learning from job loss, and finding a better job fit.
- IPS employment specialists work on a team with other mental health professionals to help ensure that both treatment and employment are used to promote recovery.

Division of Mental Health Video

VIDEO BACKGROUND

- Video designed for adults and children:
 - Explanation of mental health services.
 - How to access mental health services in Illinois.
 - Requesting a reasonable accommodation.

State Services for Individuals

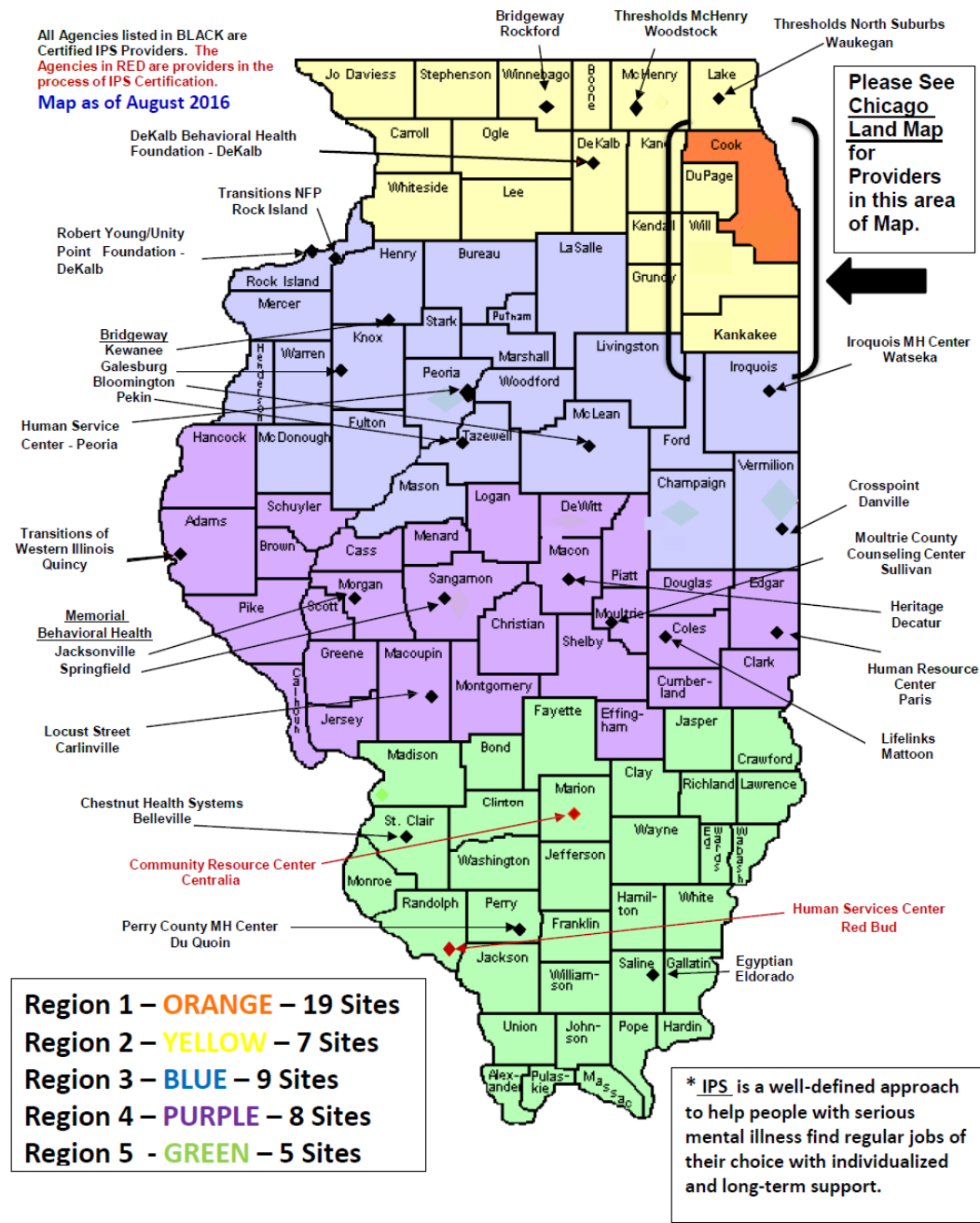


Principles of IPS

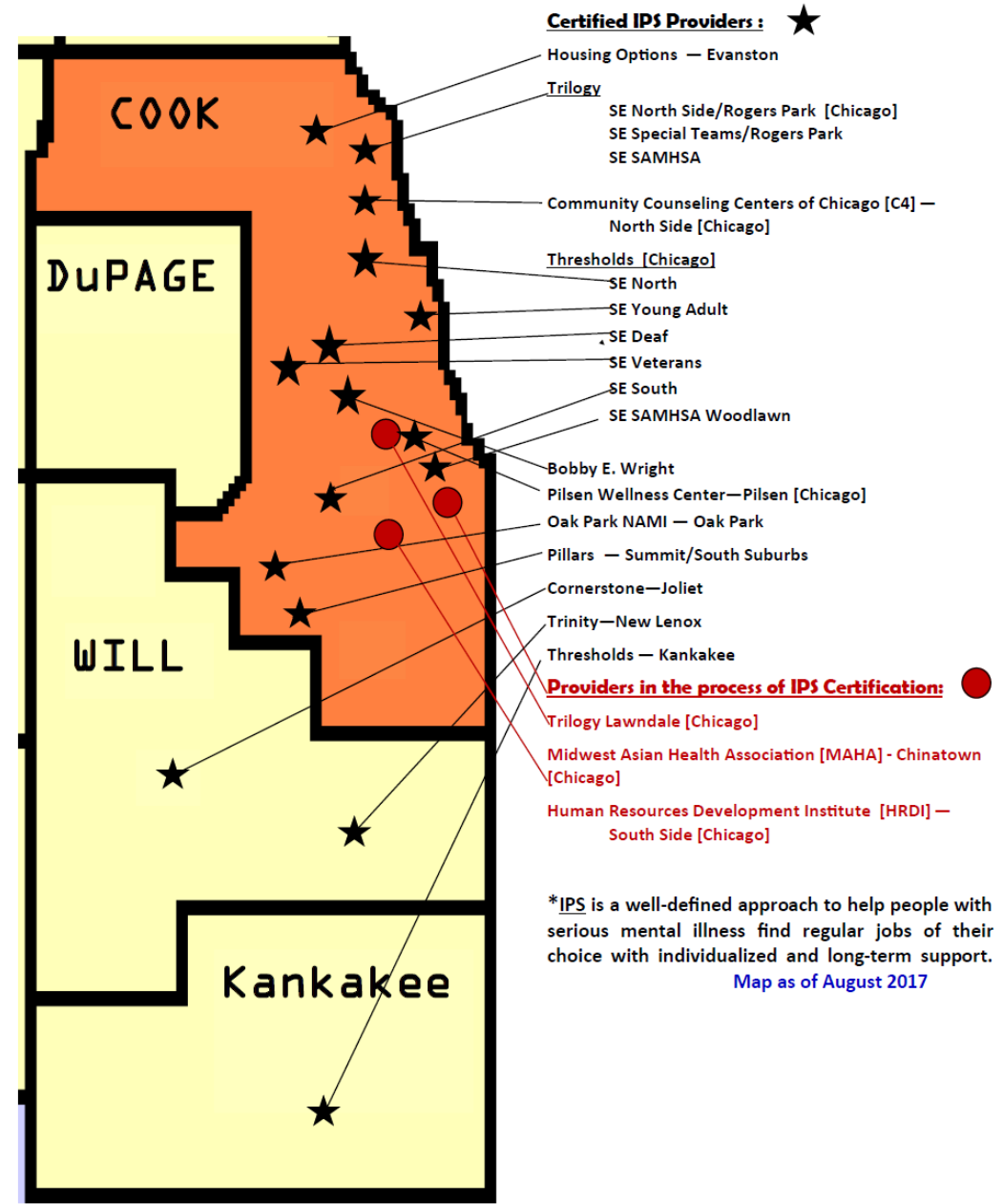
- Zero Exclusion
- Integration of Vocational and Mental Health Treatment services
- Competitive Employment
- Benefits Counseling
- Rapid Job Search
- Employment Specialists Build Relationships with Employers
- Follow-along Supports
- Preferences

Illinois Individual Placement and Support [IPS*]

All Agencies listed in BLACK are Certified IPS Providers. The Agencies in RED are providers in the process of IPS Certification.
Map as of August 2016



Chicago Land Individual Placement and Support [IPS*] Providers



DMH Illinois IPS Web Portal

Pathways to Employment

➔ Putting Illinois to Work

One-stop source on IPS/Supported Employment for Illinois citizens with psychiatric disabilities, their employers, and service providers.

VISIT US AT: <http://www.illinoisips.org/>





Jeff Mays, Director

Our Mission

- Connecting Illinois' talented workforce to education, training, and jobs
- Developing and maintaining these connections through active employer outreach and engagement with jobseekers
- Providing employment services through easily accessible technology and coordinated efforts with other service providers
- Provide human resources solutions linking hiring businesses to qualified job seekers

IDES' Top Goals

- Revamp Unemployment Insurance (UI) internet and phone customer services and work towards streamlining overall claims systems,
- Improve quality of internal processes to increase user-ability while reducing costs to taxpayers,
- Implement the Workforce Innovation and Opportunity Act (WIOA) to establish a unified planning process across core workforce programs ,
- Solidify the agency's position as the go-to resource for wage, employer and workforce participation information, and
- Expand agency's automated integrity system to further reduce waste, fraud and UI abuse.

Agency Services

- Core and Individualized Career Services
- Refer job seekers to local Supportive Services based on needs

- Priority of Service

At any IDES Office you will receive priority of service, as prescribed by federal law, because you earned it. Our staff will make it a top priority to connect you with the appropriate job and job training.

- Vets Helping Vets

Each office is assigned a Veteran's employment representative, a fellow Veteran who is a specialist in providing employment services in your area.

Agency Services

- Illinois JobLink

Employment staff including Veterans employment representatives are available to help you find a job. Staff can register you on our online job-matching system at www.ides.illinois.gov.

- Other Employment Services

Other services offered through IDES and its partners include:

Workshops on job hunting, resume writing, interviewing, trainings and Federal contractors job listings.

Agency Services

- Individualized Career Services

IDES provides Job Seekers with intensive services to help identify and overcome employment barriers. Examples include coordination and outreach with other state agencies and one-on-one employment assistance.

Individualized Career Services are One-on-One with the Job Seeker and include the following: Assessment Interview and Individual Employment Plan. The Assessment Interview covers the “whole person concept” as well as the employment barriers and goals, allowing the agency staff member to determine the job seeker’s employability. The Individual Employment Plan lays out each Barrier to Employment with a plan to mitigate them to allow the job seeker to successfully gain employment.

For Veterans receiving Individualized Career Services, IDES takes it one step further in that we go to an employer and develop a job opportunity to get the Veteran an interview that will increase the Veteran’s chance of employment.

Agency Services

- Career Information

IDES provides online tools for exploring careers in Illinois. The tools provide career assessments, as well as comprehensive information about careers, including educational requirements, wages and outlook for occupations.

Visit our Career Information page at:

<http://www.ides.illinois.gov/page.aspx?item=35>

Agency Videos

- Video designed for disabled veterans:
 - Explanation of DVOP program.
 - Explanation of DVOP specialist.
 - Explanation of steps to take before going to an American Job Center.

State Services for Individuals



[Disabled Veterans Outreach Program](#)

Accommodating Persons with Disabilities

- IDES wants to provide persons with disabilities and disabled Veterans with equal and meaningful opportunities and experience at our facilities. This includes providing reasonable accommodations during the application for employment process and while employed.
- Additionally, IDES provides reasonable accommodations for persons with disabilities and disabled Veterans that seek the use and enjoyment of all IDES services and benefits. These include job fairs, workshops, trainings, and any other services or benefits offered by IDES.
- Example of accommodations include, but are not limited to, large print font, sign language interpreter, assistive technology, ergonomic chairs and workstations, flexible schedules, office/cubicle re-assignment, modification of job description and modification to policies and procedures.

IDES Contact Information

STATE OF ILLINOIS

Information on Veterans Services and/or Benefits:

Richard Wuthrich

Statewide Veterans' Program Manager

4519 West Main Street

Belleville, Illinois 62223-5506

Office: 618.277.8944

Information on Accommodations:

Anna L. D'Ascenzo, Esq.

Equal Opportunity Office Manager

33 South State Street, 10th Floor

Chicago, Illinois 60603

Office: 312.793.9290

Equip for Equality



- Protection and advocacy (P&A) system for the State of Illinois
- Mission: Advance the human & civil rights of people with disabilities in Illinois
- Free legal assistance for people with disabilities
- Legal teams: Civil Rights, Special Education, Abuse Investigations
- Four offices: Chicago, Springfield, Carbondale, Rock Island

(800) 537-2632 (voice) • (800) 610-2779 (TTY)

www.equipforequality.org

Employment Rights Helpline

- New service launched in May 2017
- For job seekers and employees with disabilities
- Helpline staff can:
 - ❖ Discuss your rights under the ADA
 - ❖ Answer your employment rights questions
 - ❖ Assist with reasonable accommodation requests
 - ❖ Help you understand your options
 - ❖ Share fact sheets, sample letters and forms
 - ❖ Provide referrals
 - ❖ Offer other assistance as needed

**FREE
LEGAL
ADVICE**

(844) RIGHTS-9 (toll-free) • (844) 744-4879 (toll-free) • (800) 610-2779 (tty)
employment@equipforequality.org

Protection & Advocacy for Beneficiaries of Social Security (PABSS)

- Goal: Remove barriers to employment that people with disabilities who receive SSI and/or SSDI have with starting or going back to work
- Services:
 - ❖ Provide assistance with social security overpayments *related to work*
 - ❖ Answer questions about working with an Employment Network, including switching Ticket to Work to another Network
 - ❖ Help with accessing Department of Rehabilitation Services (DORS) services

(800) 537-2632 (voice) • (800) 610-2779 (TTY)

www.equipforequality.org

DEI Videos

- Am I covered by the ADA and the IHRA?
- Assistive Technology and the Workplace
- Differences between the ADA and the IHRA
- Direct threat
- Disability harassment
- Disability related inquiries and medical exams under the ADA – jobseekers and employees with disabilities
- Disability related inquiries and medical exams under the ADA – employers
- Enforcement of disability discrimination
- Evaluating requests for reasonable accommodations and the interactive process
- How to request a reasonable accommodation – employees
- How to request a reasonable accommodation – jobseekers
- Interplay Between the ADA and Workers Compensation Rules for disclosure and confidentiality – employers
- Rules for disclosure and confidentiality – people with disabilities

THANK YOU



ANY QUESTIONS?



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