



UPSTATE WORKFORCE BOARD DISABILITIES COMMITTEE MEETING

September 15, 2016

8:30 A.M.

Vocational Rehabilitation Center – Bryant Center

Present:

- Ms. Jennie Thomas, Committee Chair
- Ms. Jennifer Adams, Committee Member
- Ms. Dot Colson, Committee Member
- Mr. Wayne Gregory, Committee Member
- Ms. Pamela Kennedy, Committee Member
- Ms. Lisa Thomas, Committee Member
- Ms. Dana Wood, UWB

Welcome

The meeting was called to order at 8:31 a.m. by Ms. Jennie Thomas, Committee Chair.

Review of our Mission and the Committee Charter

- Ms. Jennie Thomas, Committee Chair, reviewed the mission statement in the Disabilities Committee Charter, which was finalized last year by the Committee.

Review of Disabilities Training held in May 2016

- The Committee provided feedback on the Disabilities Training, which was held on May 17, 2016 and for staff at SC Works, SCDEW, ACHIEVE and The YouthStop. The Committee partnered with Able SC, Vocational Rehabilitation and many others. The Training was well-attended, with approximately fifty attendees. The feedback from the participants was very positive, as they commented that they learned a lot and as a result of the training, feel more comfortable assisting individuals with disabilities. The material presented consisted of a training presentation and a panel discussion covering etiquette, terminology, available resources, compliance, and Veterans' services.

Goals for the upcoming year

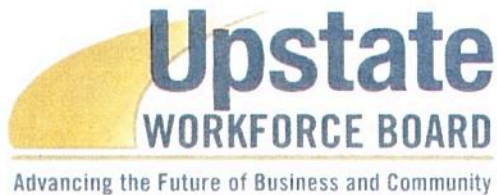
- The Committee expanded on the Disabilities Training with a discussion for an additional training to educate and engage employers. As there are companies who have had much success hiring people with disabilities; perhaps the training could engage employers who

can share their success stories, how it has impacted their team now that they have diverse workers, and boost morale within the company.

- Senator Scott wants to coordinate a summit for individuals who work with people with disabilities, possibly a partnership between the Disabilities committee and his office. The committee discussed the next step, which is for Ms. Dana Wood to invite someone from his office to attend the next committee meeting and discuss what their vision is for a summit.
- Ms. Dot Colson suggested that we provide ongoing training throughout the year for the staff, perhaps a "Disability of the Month", that incorporates a tip of the month, instructional videos, educational materials and an opportunity for the staff to ask questions over problems they are encountering and what are the accommodations an employer could make to resolve the issue. The feedback was extremely positive and the committee will further research these possibilities.

Adjournment

With no further business the meeting was adjourned at 9:26 a.m.



**Upstate Workforce Board
Disabilities Committee Meeting**

**Thursday, September 15, 2016
The Bryant Center**

Facilitated by Ms. Jennie Thomas, Committee Chair

8:30 AM

Welcome & Introductions

8:40 AM

Review of the Disabilities Training Program from May

9:00 AM

Focus of goals for this year

9:20 AM

Other Business and Adjourn

Next Meeting Date: Tuesday, November 15, 2016

Syllabus for Training SC Works, Achieve, ResCare, SCDEW and YouthStop

1. Able SC
 - a. Learn about Centers for Independent Living
 - b. Independent Living Philosophy
 - c. Brief overview of services we provide
2. Understanding Disability
 - a. Having a disability is only one characteristic of an individual
 - b. Disability according to the ADA
3. Disability Statistics
 - a. US Census numbers
 - b. Employment statistics and disability
 - c. Disability Rights Movement and employment
4. Americans with Disability Act overview
 - a. Overview of five titles of the ADA
 - b. Focus on Title I, Employment
 - i. Who is covered?
 - ii. What are some recent changes (ADAAA)
 - iii. Hiring/pre-employment
 - iv. Essential job functions
 - v. Medical Inquiry after job offer
 - vi. Reasonable accommodations overview
 - vii. Facts or Myth quiz
 - viii. Requesting reasonable accommodations
 - ix. Undue Hardship
5. Misconceptions/Inclusion barriers
 - a. Group activity: re stereotypes and disabilities
 - b. Inclusion obstacles
6. Interacting respectfully with people with disabilities
 - a. Empathy vs. Sympathy
 - b. Communication; person first language use
 - c. Is it OK to help? General considerations, Enabling vs. Empowering
7. Americans with Disability Act overview, Title II, Local and State Government
 - a. Providing effective communication
 - b. Enforcement and complaints
8. Strategies for Working with People with Specific Disabilities
 - a. Individuals with physical disabilities
 - b. Individuals who are blind or have low vision
 - c. Individuals who are deaf or hard of hearing
 - d. Individuals who use service animals
 - e. Individuals with speech disabilities
 - f. Individuals with Intellectual, Cognitive or Developmental Disabilities
 - g. Individuals with Psychiatric Disabilities
 - h. Individuals with Respiratory Disabilities
9. Questions

South Carolina Vocational Rehabilitation

1. Assisting individuals with cognitive disorders / learning disabilities with the pre-hire process
 - A. Identifying the needs of consumers

1. Discuss differences between Intellectual Disabilities, Learning Disabilities, and other disorders impacting cognition.
 - a. I.D. diagnosis is based on IQ testing. L.D. diagnosis reflects a significant discrepancy between aptitude and achievement, and does not necessarily indicate a low IQ.
- B. Materials needed
 1. Assist consumers with creating a personal data sheet or portfolio, to include personal contact information, work history, education history, references, and other information required for completing a job application.
 2. Discuss accommodations that may (or may not) be requested for completion of applications and pre-employment assessments, under the ADA.
- C. Scenarios and solutions
 1. *(brief Power Point with some examples of requests for pre-employment accommodations that may be allowable under the ADA vs. those that are not)*
2. Preparing individuals with social skills deficits for job interviews and appropriate workplace communication
 - A. Demonstrate the appropriate social skills and desired behaviors
 1. Present instruction in multiple formats – visual, auditory, experiential. Utilize techniques such as modeling, video scenarios, and role plays to reinforce these concepts.
 - B. Teaching others
3. Differences between high school diplomas and alternative credentials, and how this impacts employability
 - A. State Diploma
 1. Must complete at least 24 units as specifically outlined by the State of SC.
 - B. Occupational Credential
 1. This is a district-issued credential and varies from one district to another. Typical requirements include an occupational course of study, career preparation curriculum, the development of a career portfolio, and the completion of a set number of unpaid and paid work hours in the community.
 2. Does not meet the requirements for entry into a degree-seeking post-secondary education program.
 - C. Attendance Certificate / Special Education Certificate
 1. Must attend high school for a minimum of four years and master the goals indicated in the student's Individualized Education Program (IEP).
 2. Does not meet the requirements for entry into a degree-seeking post-secondary education program.
 3. Unlike the Occupational Credential, community-based work experience hours are not required.
4. Supported Employment / Job Coaching *(the VR referral process for clients needing those extra supports)*
 - A. Role of Job Coach and Accessing SE Services
 1. Supported Employment is designed to put supports in place in the work setting to enhance the client's ability to become competitively employed
 1. This differs from enclave employment, sheltered employment, and job carving, in that the role of the job coach is to support the individual in working alongside individuals without disabilities to perform the same duties, at equal pay.
 - B. Who benefits from SE services?
 1. Wide range of individuals who may benefit, including clients with limited work history, poor social skills, physical impairments, cognitive impairments, learning disabilities, auditory processing disorders, autism, among others.
 2. Employer benefits by having professional assistance with training the new staff member in a way that promotes his/her success in the position.
 - D. OJT's, Job Tryouts, Swats, Internships

1. Discuss differences between these services and how they may have a positive impact on both the client and the employer.

5. Veterans Affairs

The Ticket to Work Program: www.YourTicketToWork.com

A free and voluntary program to help Social Security Beneficiaries

Who can use this program and how it benefits individuals receiving Medicare or Medicaid.

What are Employment Networks

<http://www.chooseworkttw.net/>

Vocational Rehabilitation: State Vocational Rehabilitation agencies across the country were serving Social Security disability beneficiaries for years before the Ticket To Work program was implemented. In acknowledgement of this, the legislation authorizing the Ticket to Work program and the governing regulations include numerous provisions addressing the participation of State VR agencies in the Ticket program and the interconnections between the Ticket program and the traditional VR Cost Reimbursement program.

6. OFCCP Office of Federal Contract Compliance Programs

- A. The purpose of the Office of Federal Contract Compliance Programs is to enforce, for the benefit of job seekers and wage earners, the contractual promise of affirmative action and equal employment opportunity required of those who do business with the Federal government.

- B. The ADA and ADAAA 2008 broadens the meaning of disability and who is impacted.

- C. Synopsis of the Law

Title I of the ADA prohibits private employers, state and local governments, employment agencies and labor unions from discriminating against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation, job training, and other terms, conditions, and privileges of employment. The ADA was amended on September 25, 2008, to clarify and reiterate who is covered by the law. The ADA Amendments Act of 2008 (ADAAA), Pub. L. 110-325, made significant changes to the ADA's definition of "disability" that broadens the scope of coverage under both the ADA and Section 503 of the Rehabilitation Act.

OFCCP shares ADA enforcement authority with the U. S. Equal Employment Opportunity Commission (EEOC).

Impact for employers and job seekers and employers