



C U Y A H O G A C O U N T Y
Board of Developmental Disabilities

Employment Services

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Regional Coordinator of
Workforce Development

Supporting and empowering people with developmental disabilities
to live, learn, work and play in the community

About Me

- Youngstown, Ohio
- Lake Erie College
 - Psychology + Criminal Justice
- Master's in Business Psychology



About Me



Work History



History



Civil Rights Act of 1964 (Title VII)

- **UNLAWFUL EMPLOYMENT PRACTICES**

SEC. 2000e-2. *[Section 703]*

(a) Employer practices - It shall be an unlawful employment practice for an employer

(1) to fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual's race, color, religion, sex, or national origin; or

(2) to limit, segregate, or classify his employees or applicants for employment in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his status as an employee, because of such individual's race, color, religion, sex, or national origin.



The Americans with Disabilities Act

The ADA prohibits discrimination on the basis of disability:

- Title I – Employment
- Title II – Public Entities (Public Transportation)
 - Physical Access to buildings, housing and transportation
- Title III – Public Accommodations (Commercial Facilities)
 - Lodging, recreation, transportation, education, dining, stores, etc.
 - Service Animals and aids
- Title IV – Telecommunications
- Title V – Miscellaneous Provisions



EMPLOYMENT FIRST



- Nationally – a movement to deliver meaningful employment, fair wages, and career advancement for people with disabilities
- Ohio - Employment Services for people with I/DD shall directed at community employment

Every person has abilities, skills and talents to enrich the community and people around us.

We envision a time when every working-age adult with developmental disabilities has opportunity to explore their career options and seek jobs that fit their skills and interests.



Competitive Integrated Community Employment

- Competitive earnings
- Integrated location
- Similar opportunities for advancement and promotion
- Person centered and directed*



Employment as a Foundation to Community Access



What is your favorite thing
about working at Home Depot?

“The Paycheck!”



CUYAHOGA COUNTY
Board of Developmental Disabilities

**Supporting and empowering people with
developmental disabilities to live, learn,
work and play in the community**





EMPLOYMENT COLLABORATIVE



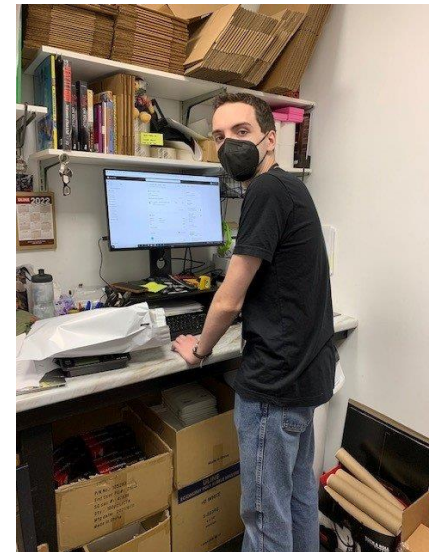
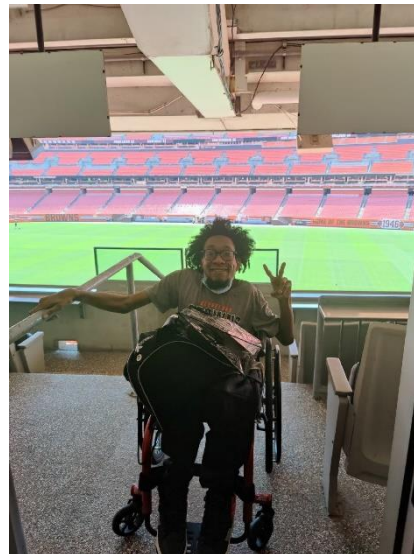


EMPLOYMENT COLLABORATIVE



Support

- Case Managers
- Employment Specialists
- Job Coaches
- Workforce Development Staff



Case Managers

- Transition Coordinators
- Support Administrators
- Vocational Rehabilitation Counselors
 - Assist in planning
 - Authorize Services
 - Guide towards goals



Job Coach

- Assist individuals on the job
 - Learn tasks
 - Interact with Supervisors
 - Build relationships with co workers



Job Developer



- Assist individuals on finding jobs
 - Making resume
 - Practicing interviews
 - Putting in applications
 - Interviewing and Onboarding



Workforce Development

- Educate Businesses on the advantages of employing people with disabilities
 - Production
 - Safety
 - Longevity



Other Positions

- Forensic Liaisons
 - Assist individuals navigate criminal justice system
- Speech and Language Pathologists
 - Assist individuals with developing communication skills
- Assistive Technology Specialists
 - Learning and utilizing tech to be independent
- Physical and Occupational Therapist
 - Assist people in developing physical skills and mobility

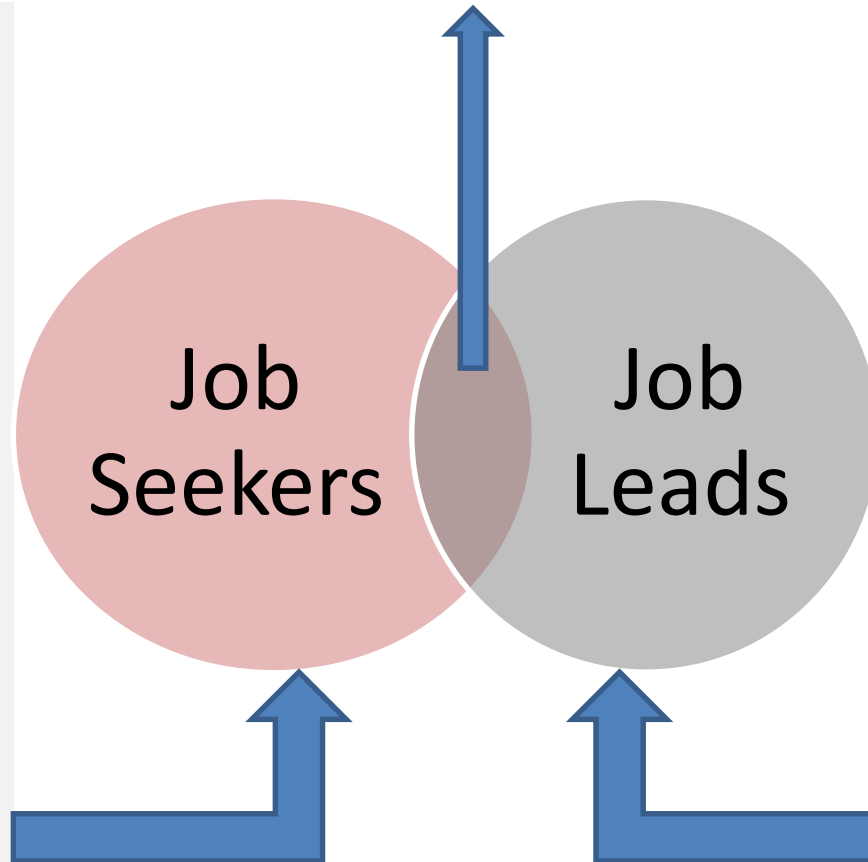


How support administrators and the workforce development team work together

The goal is to match people and opportunities

Support administrators, OOD, providers, school personnel, natural supports, etc:

Prepares People with DD for Employment



Workforce Development Team:

Develops employment opportunities for people with DD



Single Customer Model

- *For the most part, the DD system focuses on a **single customer**: the person with a disability/job seeker*
- The workforce development team has **2 customers**: the businesses that provide job opportunities and the DD system supporting the job seeker



Person with a
disability/job
seeker



Business



DD System



Job Development v Workforce Development

Job Development

- Primary customer is the **job seeker**
- Carries a funded caseload of job seekers
- Looks for job opportunities for their own caseload
- Approaches certain businesses with single job seeker in mind
- Approaches businesses looking for specific type of work (per job seeker)
- Does not do global workforce development

Workforce Development

- Primary customer is the **business and the DD system that support the job seeker**
- Does not carry a caseload
- Does not receive funding for services
- Looks for opportunities for all caseloads
- Approaches all businesses for all people



Acquiring a Job:

Job Development **VS** Workforce Development

Job Development only

- Developing a plan
 - Staff discuss with Jacob about where he wants to work and what he wants to do
- Resume Writing and Interview Prep
 - Staff work with Jacob on building a resume and practice for interviews
- Job Search
 - Staff assist Jacob in applying for appropriate positions
- Interview
 - Staff assist Jacob with interviewing at employers that reach out
- Hire - Staff assist Jacob with onboarding



Workforce Development only

- Engagement
 - Staff engage employers inquiring about openings and disability inclusion efforts
- Recruitment
 - Staff inform SAs of employers with job openings
 - SAs email resumes of appropriate candidates for positions to WFD team
- Connection
 - Staff bring all resumes submitted to employer (Jacob's and others)
 - Assist employer with setting up interviews of all appropriate applicants
- Hire — Assist business in onboarding hires



Acquiring a Job:

Job Development **with** Workforce Development

Job Development

- Developing a plan
 - Staff discuss with Jacob about where he wants to work and what he wants to do
- Resume Writing and Interview Prep
 - Staff work with Jacob on building a resume and practice for interviews
- Job Search
 - **Staff assist Jacob in applying for a position developed by WFD**
- Interview
 - **Staff assist Jacob with interviewing at employer developed by WFD**
- Hire - Staff assist Jacob with onboarding



Workforce Development

- Engagement
 - Staff engage employers inquiring about openings and disability inclusion efforts
- Recruitment
 - **Staff inform JDs and SAs of employers with job openings**
 - **JDs email resumes of appropriate candidates for positions to WFD**
- Connection
 - Staff bring resumes submitted to employer (Jacob's and others)
 - Assist employer with setting up interviews of all appropriate applicants
- Hire — Assist business in onboarding hires



How support administrators and the workforce development team work together

Support administrators, providers, school personnel, natural supports, etc:

Prepares People with DD for Employment

Person is ready to work **and** has needed supports in place

The goal is to match people and opportunities

Job Seekers

Job Leads

Workforce Development Team:

Develops employment opportunities for people with DD

Business has a hiring opportunity

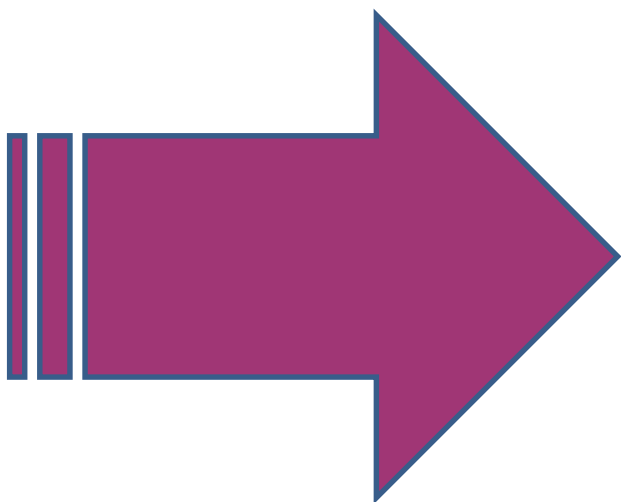




COMMUNITY PARTNERS



One last thing.....



Cuyahoga County Board of Developmental Disabilities

Travel and Community Access Training

Getting out into the community in a safe and reliable way is important whether you are doing so for work, recreation or to visit family and friends.

Cuyahoga DD's Community Access Specialists provide one-on-one training for people so they can travel via:

- Public transportation (bus or rapid)
- Ride-sharing services
- Walking or biking
- Getting a driver's learning permit

Community Access Specialists are also available to train and provide technical assistance to schools and agencies.



Table 3-6. Percentage of companies reporting benefits of hiring people with disabilities, by whether companies actively recruit people with disabilities

Benefit	Actively recruits people with disabilities						
	All		Does not actively recruit				Difference
	%	Rank	%	Rank	%	Rank	
Projects a positive image with customers ^a	72.5	1	87.3	1	69.7	1	17.6
Projects a positive image with prospective employees ^a	72	2	86.4	2	69	2	17.4
Increases the pool of qualified candidates ^a	60.8	3	75.3	3	57.3	3	18
Increases morale ^a	41.3	4	62.7	4	36.9	4	25.8
Reduces liability for legal issues related to lack of diversity ^a	32.8	5	44.5	5	30.9	5	13.6
Financial incentives such as tax breaks for accommodation ^a	30.4	6	39.2	6	29.3	6	9.9
Increases productivity ^a	18.5	7	36.6	7	14.3	7	22.3

Source: 2018 survey Q22, Q28

N=1,856 companies. Excludes 167 companies that responded don't know or refused to Q22.



Table 3-7. Percentage of companies reporting concerns about hiring people with disabilities, by size and industry

Concern	Company size									Industry					
	All		Small (5-49)		Medium (50-249)		Large (250 or more)		Goods- producing		Service- providing		Public administration		
	%	Rank	%	Rank	%	Rank	%	Rank	%	Rank	%	Rank	%	Rank	
Job safety for persons with disabilities and their coworkers ^b	59.4	1	59.9	1	59.3	1	55.3	1	76.1	1	56.2	1	54.3	1	
Ability of workers with disabilities to perform job duties ^{a,b}	55.5	2	57.5	2	55.0	2	40.8	3	61.5	2	54.5	2	47.8	2	
Absenteeism ^{a,b}	51.7	3	56.6	3	47.7	4	39.4	4	57.5	3	50.9	3	38.0	4	
Knowing how to address the needs of workers with disability	46.8	4	44.9	8	49.9	3	37.0	5	55.5	5	45.2	4	40.7	3	
Cannot discipline or fire a worker with a disability due to possible legal issues ^{a,b}	46.3	5	50.4	4	43.6	5	32.0	6	55.8	4	44.7	5	36.4	5	
Cost of accommodation ^b	45.0	6	47.9	5	42.2	6	43.3	2	51.2	6	44.1	6	33.1	6	
Turnover ^a	42.2	7	45.4	7	40.2	7	30.9	7	46.0	8	41.8	7	29.3	8	
Productivity level ^{a,b}	42.0	8	45.9	6	40.2	8	21.4	11	51.2	7	40.4	8	32.5	7	
Additional supervision ^{a,b}	34.5	9	40.1	9	30.4	9	17.1	12	39.5	9	33.8	9	23.7	10	
Cost of workers compensation premiums ^{a,b}	30.1	10	36.7	10	24.3	11	17.3	13	39.2	10	28.4	10	23.1	11	
Attitudes of customers ^b	28.0	11	29.5	12	26.2	10	30.5	8	21.2	11	29.5	11	21.5	12	
Cost of health care coverage ^{a,b}	27.3	12	34.1	11	21.8	13	12.5	14	34.3	12	26.2	12	17.7	13	
Attitudes of coworkers	23.8	13	23.5	13	24.3	12	21.6	10	25.2	13	23.4	13	26.6	9	
Attitudes of supervisors ^b	17.0	14	15.7	14	17.7	14	22.7	9	22.3	14	15.8	14	20.0	14	
Attitudes of top-level management	14.0	15	13.1	15	15.1	15	12.4	15	15.8	15	13.5	15	18.0	15	
Any concern ^{a,b}	86.7		85.2		89.1		79.0		94.0		85.5		78.5		
Number of concerns (mean) ^{c,d}	5.6		6.0		5.4		4.3		6.5		5.5		4.6		

Source: 2018 survey Q27



Thank you!!

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To learn more about Cuyahoga DD:

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