

## DETAC Quarterly Newsletter | April 2022

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# DISABILITY EMPLOYMENT TA CENTER

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## DETAC Quarterly Newsletter

Issue 9 | April 2022

### In This Issue:

New TA Opportunity ♦ Check out the DETAC's podcast ♦ Check out  
DETAC's New TA Resources ♦ Take Advantage of DETAC TA-on-  
Demand ♦ DETAC's National Monthly CoP Webinars ♦ It's here! The  
DETAC Learning Management System is live!

## **New eLearning Community: Financial Inclusion Matters in Achieving Economic Self-Sufficiency & Employment**

As Administration on Disabilities (AoD) grantees you know the potential of competitive, integrated employment (CIE) to facilitate full social, civic, and economic participation for individuals with disabilities. Whether supporting individuals with disabilities for work or in preparation for work – achieving economic self-sufficiency is an important goal of the American with Disabilities Act (ADA). The purpose of the Financial Inclusion Matters in Achieving Economic Self-Sufficiency and Employment e-Learning Community is to identify, prioritize, and adopt solutions (tapping experts and existing work in the field of disability) to unravel opportunities and improve CIE and economic self-sufficiency for individuals with disabilities. If you are looking for resources, partnerships, or simply accurate information – this e-Learning Community is for you!

Please join us and the national experts to:

- Understand the intersectionality of the fast-changing landscape of financial inclusion and how it affects customers with disabilities
- Explore new savings tools/policies and how they impact customers interacting with various public agencies (ABLE Accounts and Special Needs Pooled Trusts)
- Refresh your knowledge of current tax incentives, deductions, and refunds
- Learn about the new CRA opportunities for your organization and how it could help you staff, fund and develop financial education program in partnership with local public/private partners
- Develop a one pager for engaging a new non-disability community financial partner(s), within your community, to begin a new conversation
- Learn about new tools; new policies; free financial education resources; explore new perspectives; listen to experts; review best practices and challenges; and develop new strategies to leverage collaborative partners in your communities to advance CIE for people with disabilities.

SPACE IS LIMITED, SO APPLY NOW at:

<https://forms.gle/VLmsEp3cATbFgusL7>

APPLICATIONS DUE: May 2, 2022

LAUNCH MEETING: May 5, 2022 3:00-4:30/EST

## DETAC's Podcast Interview with Angela Greene

Join us on a podcast with Angela Greene, a self-advocate from South Carolina who was formerly in a sheltered workshop for over 20 years! Angela shared her story during the January webinar, and we had the opportunity to take a deeper dive into learning more about her journey to competitive, integrated employment. Hear more about her story [here](#).

### Check Out DETAC's New Technical Assistance Resources!

#### **Considerations for Working with Individuals with Brain Injury: A Guide for Employment Service Providers**

Now more than ever, service providers are challenged to find unique approaches to supporting people with brain injury to achieve employment goals. Innovative employment approaches can and do help people with significant disabilities enter and remain in the workforce, including those with brain injuries. This document will help readers understand what that can look like, and how to increase employment success, regardless of some of the disability systems and service challenges that arise.

#### **Diversity, Equity, and Inclusion Resource Snapshot Guide**

The information presented in the Resource Snapshot Guide will serve as a guide to build on your organization's vision for Diversity, Equity, and Inclusion (DEI). The tool is designed to guide the planning process by presenting examples, suggestions, and strategies to assist in improving capacity building in linking equity in combination with a focus on inclusion

of people with disabilities. Consider this a primer as you begin the brainstorming process on how DEI can look in your organization.

### **The Components of Integrated Employment Service Systems**

This is the third in a series of articles on competitive integrated employment (CIE). The first, *Ending Segregated Workshops and Promoting Competitive Integrated Employment*, addressed relevant legislation, court decisions, and litigation strategies for shuttering segregated employment programs. The second, *Advancing Competitive Integrated Employment through Legal Advocacy Systems*, surveyed successful policy, legislative, and stakeholder strategies in reforming systems and requiring CIE in law and practice.

The third and fourth articles in the series identify the basic pillars of effective integrated employment systems, including: (1) supported employment services; (2) outreach, in-reach, and informed choice; (3) assessment, career development plans, and service planning; (4) closing sheltered workshops; (5) transitioning individuals from sheltered workshops to integrated employment; (6) the role of vocational rehabilitation; (7) the role of school districts; (8) training and technical assistance; (9) funding; (10) outcomes; (11) data and reporting; and (12) monitoring and coordination. This article will focus on the first four pillars of service systems in advancing CIE for people with disabilities.

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We also have additional resources that can be accessed [here](#).

## **Taking Advantage of AoD TA-on-Demand**

Do you and your stakeholders have a need to further advance your work to excel competitive, integrated employment (CIE) outcomes for people with disabilities? Need help moving the needle on CIE but not sure how the [DETAC can help](#)? We encourage you to reach out so we can schedule an initial planning call! Send your requests directly to the AoD Disability Employment TA center at [AoDEmploymentTA@gmail.com](mailto:AoDEmploymentTA@gmail.com) or fill out the form [here](#).

## **DETAC's National Monthly Webinars & "Office Hours with the Experts"**

The Center hosts monthly national webinars on the second Tuesday of every month from 3:00-4:30 p.m. ET. "Office Hours with Experts" are held on the 2nd Friday of every month from 12:00 noon-1:30 PM ET. The Office Hours provide an opportunity for AoD grantees to further engage directly with expert speakers who participated in the last monthly national webinar to seek advice on specific projects, troubleshoot challenges that have arisen with employment systems-change work, and brainstorm or get feedback on new ideas that are being proposed. We encourage the AoD grantee network and DETAC's national Community of Practice to take advantage of our monthly webinars and the subsequent office hours to help inform your ongoing work to improve CIE outcomes for individuals with disabilities.

### **Monthly CoP Webinars: Coming up in May**

## **Identifying and Implementing Diversity, Equity, and Inclusion (DEI) Strategies to Promote Cultural Humility & Awareness**

**May 10, 2022, 3:00-4:30 PM EST**

Join the DETAC along with the Association of University Centers on Disabilities (AUCD), the Center for Leadership in Disability at Georgia State University, and the Washington Initiative for Supported Employment to learn about resources and tips for a focused approach to building and implementing DEI to promote cultural humility and responsiveness. As grantees, supporting people from marginalized and underserved populations can be challenging when not having the right tools, especially when resources are scarce. Yet, there is a high need for cultural awareness and support when providing employment planning services. This webinar will help participants understand how to apply the resources shared and will further guide audience members to think through next steps in implementing some of the strategies presented during the presentation.

## Presenters



Chisa O'Quinn  
Program Manager  
WISE



Katie Johnson  
Program Specialist  
Association of University Centers on Disabilities



Ashley Ogbonna-Salmon  
DEI Research Associate  
Center for Leadership in Disability

[Register](#)

## In Case You Missed Them Live

### Realizing Employment Success: A Tailored Approach to Serving People with Brain Injuries

The poster features a central image of three people in a modern office hallway: a woman in a yellow dress, a man in a wheelchair, and another person in a wheelchair. The text on the poster includes the event title, the date 'April 12, 2022', and logos for the Disability Employment TA Center, ACL, AOD, Lewin Group, and TASH. A footer note states: 'This presentation was prepared by The Lewin Group/ TASH under the Administration for Community Living (ACL), Administration on Disabilities (AoD) Contract HHSP233201500088 / 75P00120F37007'.

In this session you learn from North Carolina Division of Vocational Rehabilitation Services (DVRS) as well as a key community rehabilitation programs (CRP) partner, Community Partnerships Inc., about the milestone-based structure and approach of the Brain Injury Support and Services (BISS) program which aims to connect people with brain injuries

to competitive integrated employment through an individualized, self-directed, and holistic approach to services. The National Association of State Head Injury Administrators opened and facilitated the session focused on helping employment service providers recognize opportunities to help people with brain injuries succeed in employment. Watch a recording of the complete webinar [here](#).

## Collaborating with Employers and Utilizing Creative Platforms to Connect People with Disabilities

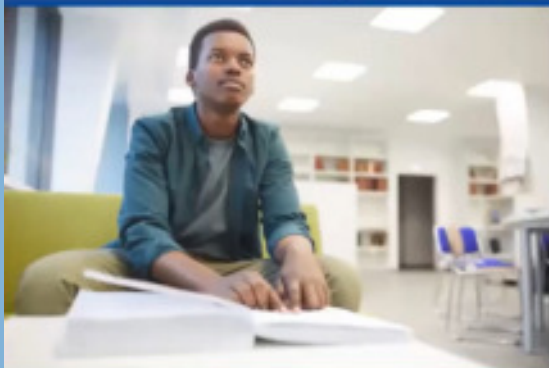


This DETAC webinar highlighted the utilization of creative technological platforms to help grantees connect people with disabilities to competitive, integrated employment (CIE) opportunities. Grantees have a responsibility to engage with employers at various levels which can be daunting when employers are consumed with the burdens of productivity, new COVID protocols, and staffing shortages. This webinar showcased Mentra, a talent-hiring platform that intelligently matches neurodiverse individuals with employers that value their strengths. Participants also heard from an employer that hires individuals with disabilities through partnering with Mentra, including an individual with lived experience who shared their journey about utilizing Mentra's platform to obtain meaningful employment. Watch a recording of the complete webinar [here](#).

## Advancing Competitive Integrated Employment Through Managed Long-Term Services & Supports



## Advancing Competitive Integrated Employment through Managed Long-Term Services and Supports



Community of Practice (CoP)  
series

February 8, 2022

LEWIN GROUP

TASH

This presentation was prepared by The Lewin Group/  
TASH under the Administration for Community Living  
(ACL), Administration on Disabilities (AOD)  
Contract HHSP233201500088 / 75P00120F37007

This webinar focused on the use and benefits of value, performance, and outcome-based payment methodologies to help further advance competitive integrated employment (CIE) within managed long-term services and supports (MLTSS) programs. Webinar presenters include a representative from Includa Inc., Moving to a Different Drum LLC, and Michigan Developmental Disabilities Council. And a self-advocate shared his experience with MLTSS to achieve meaningful employment. Watch the entire presentation [here](#).

## DETAC Learning Management System is Live!

We are pleased to announce that the DETAC's Learning Management System has launched! We have one course for CILs and a newly released course for ALL grantees.

### Lesson Descriptions:

#### Lesson 1: Embedding Employment into CILs Core Services

This course will emphasize the importance of Centers for Independent Living (CILs) providing employment services and will give CILs an introduction on starting or expanding these programs. How employment should be embedded in each CILs core services will be explained and discussed. A specific emphasis will be placed on the unique role that CILs play in providing employment services and how to maximize that role.



## Lesson 2: Evaluating and Developing Employment Services

This course will describe the first steps in incorporating an employment program into a CIL's line of service offerings, including evaluating the CIL's current knowledge, skills, and activities, gauging organizational commitment, and assessing organizational capacity. The tool described in this lesson will assist participants in evaluating their CIL's readiness and capacity needs, to build an effective employment program.

## Lesson 3: Building Employment Partnerships

This course will explain the importance of CILs in building employment partnerships. Participants will learn how to do an inventory of existing partners and conduct resource mapping to identify new partners. Multiple examples of employment services that a CIL can offer will be explored. A specific emphasis on building partnerships with employers and avenues for funding employment programs will be discussed. DETAC's resource, [Developing Successful Strategic Partnerships](#), will be explored and used as a resource for the course.

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You can register and take the courses by using the following information:

Registration on DETAC website:

1. Register [HERE](#)
2. Once complete, you will receive an email to confirm your registration
3. Once you activate your account you will be brought to a dashboard
4. You can click on the Courses link in the menu or the button in the dashboard area
5. You can start taking the course: Best Practices in Developing an Employment Program for CIL and Assistive Technology & Employment

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New Additional Course: Assistive Technology and Employment

*Focus: Person Driven Technology Accommodations*

Lesson 1: Addressing System Barriers

Lesson 2: Models

Lesson 3: Implementation Plans

Reach out with questions: [AoDEmploymentTA@Gmail.com](mailto:AoDEmploymentTA@Gmail.com).



TASH, in partnership with the Lewin Group, leads the Disability Employment TA Center (DETAC), funded by the Administration on Disabilities, Administration for Community Living. DETAC provides evidence-based training and technical assistance (TA) to the Administration on Disabilities (AoD) grantees aimed at improving competitive, integrated employment (CIE) and economic outcomes for individuals with disabilities across the nation. AoD grantees receiving TA from the Center includes Centers for Independent Living (CIL); State Councils on Developmental Disabilities (Councils); University Centers for Excellence in Developmental Disabilities (UCEDD); State Protection and Advocacy Systems (P&A); and Traumatic Brain Injury State Partnership Programs (TBI).

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