



DISABILITY EMPLOYMENT TA CENTER

DETAC Quarterly Newsletter Issue 10 | July 2022

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[New Results in Systems Excellence \(RISE\) e-Learning Community \(ALL GRANTEES\): Employer Engagement & Partnership](#)

**FOR ALL GRANTEES: CILs, DD COUNCILs, P&As, UCEDDs, TBI State Partnerships, and
PNS-CCE**

A partnership model of employer engagement is one in which Employment Consultants and Disability Employment Organizations provide competent service delivery, develop a trusting relationship over time, provide customer service to employers, identifying mutual benefit, and providing ongoing services (Hagner and Cooney, 2003). A strong

model of employer engagement respects and empowers the business community over time which ultimately leads to increased employment outcomes for individuals with disabilities. **This e-Learning Community is intended to give you and your organization the strategies and skills necessary to develop a partnership model of employer engagement.**

This RISE e-Learning Community will consist of five virtual meetings over a 10-12 week period and will provide the opportunity to assess your current employer partnerships, engage specific employers in strategic engagement activities to increase the level of partnership and evaluate the benefits and impact of one or more of your partnerships with employers. Grantees are encouraged to include other stakeholders with whom you collaborate in the development of employer partnerships.

Session Structure: Virtual classes, 5 sessions total

Dates: September through December 2022

- **Launch Meeting:** September 14, 2022

- **Session 1:** September 28, 2022

- **Session 2:** November 9, 2022

- **Session 3:** December 7, 2022

- **Final Session:** December 21, 2022 (wrap-up & asking final questions to SMEs)

Time: Wednesdays from 1:00-2:30 ET

Facilitators: Dale Verstegen, Senior Research Associate, Independent Consultant and Troy Allen Director of Employment and Family Support Services, SRVS

Session Links: Zoom Meeting links will be provided once grantees have been accepted into the e-Learning Community (accommodations provided based upon request). The links will be sent from the DETACs Gmail Account, AoDEmploymentTA@Gmail.com.

Interested grantees should complete the [following application](#). Registration is required by 11:59 PM ET on September 2nd, 2022.

SPACE IS LIMITED, SO APPLY NOW at: <https://forms.gle/MJ5i3sCsYeWWfHXM9>

Check Out DETAC's New TA Publications!

[How Centers for Independent Living Can Promote Transportation Options in Rural Areas: Developing a Transportation Program](#)

Centers for Independent Living play a vital role in advocating for and developing transportation options for individuals with disabilities across the country, particularly in rural areas where options are substantially limited. This TA brief highlights how a Center for Independent Living established a transportation program in a rural area to support individuals with disabilities in employment, community living and other meaningful activities of life.

[Balancing Economics and Advocacy: UCEDDs' Role in Increasing the Awareness and Importance of Competitive Integrated Employment](#)

University Centers for Excellence in Developmental Disabilities (UCEDD) play a unique role within the Developmental Disabilities Network. In fact, a UCEDD can harness all its core functions and focus on a new brand of outreach, specifically to those parts of a state's economy that are often very separate from human service agencies, such as trade groups, economic forecasters, labor unions, legislative bodies, and workforce development entities. This brief entails strategies to incorporate a mindful shift from the language of advocacy to the vernacular of economics.

[The Components of Integrated Employment Service Systems Part II](#)

This is the fourth and final paper 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 community stakeholder strategies in reforming systems and requiring CIE in law and practice. The third, [The Components of Integrated Employment Service Systems, Part 1](#), identified several of the foundational 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; and (4) closing sheltered workshops. **This paper** discusses the remaining components of an

integrated employment system including (1) transitioning individuals from sheltered workshops to integrated employment; (2) the role of vocational rehabilitation; (3) the role of school districts; (4) the role of One Stop Centers; (5) the role of other state agencies; (6) training and technical assistance; (7) provider transformation; (8) public awareness (9) funding; (10) employment outcomes; (11) data and reporting; and (12) monitoring and coordination. Like the previous paper, this article will primarily focus on one state – Oregon – where comprehensive, foundational reforms to the state’s employment service system were dictated by a court-ordered Settlement Agreement, implemented by dedicated state officials, monitored by an independent reviewer, and overseen by a federal judge.

[Engaging Employers: Partnering for Success](#)

This publication builds upon a previous brief by thoroughly detailing specific action steps that grantees can take to build relationships with new employers and enhance current partnerships with employers by assessing levels of engagement through the five degrees presented in the brief.

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

Check out DETAC’s New Blogs!

[Reflecting Upon the 32nd Anniversary of the Americans with Disabilities Act](#)

This blog was written by the DETAC’s Self-Advocate Adviser and includes tips for employers in hiring and providing accommodations for employees with disabilities.

[Job Retention After Brain Injury: Why it Makes Sense](#)

This blog by our partners at the National Association of State Head Injury Administrators (NASHIA) highlights strategies to help employees with brain injury retain employment.

[Assessing Brain Injury Needs – While Keeping the Job Seeker Engaged](#)

This additional blog from our partners at NASHIA shares strategies for assessing the needs of people with brain injury through a person-centered approach.

Taking Advantage of AoD TA-on-Demand

Need advice from a DETAC Subject Matter Expert? Do you and your stakeholders have a passion to further advance your work to improve competitive, integrated employment outcomes for people with disabilities? We encourage you to reach out to us for help so we can schedule a planning call. Send your requests directly to the AoD Disability Employment TA center at AoDEmploymentTA@gmail.com or fill out the form [here](#).

DETAC's National Monthly Webinars

The Center hosts monthly national webinars on the second Tuesday of every month from 3:00-4:30 p.m. ET. We encourage the AoD grantee network and DETAC's national Community of Practice to take advantage of our monthly webinars to help inform your ongoing work to improve CIE outcomes for individuals with disabilities.

Monthly CoP Webinar Coming up in August

[Building Relationships: Engaging with Employers to Elevate CIE](#)

Webinar: Date: August 9, 2022 | **Time:** 3:00 pm to 4:30 pm EST

Come join the DETAC as we reflect on how grantees can strategically engage with employers to foster and promote an environment of shared trust aimed to enhance competitive, integrated employment opportunities for individuals with disabilities.

Webinar participants will learn about The Job Accommodation Network (JAN), a leading source of free, expert and confidential guidance on workplace accommodations and disability employment issues. Additionally, two DETAC Subject Matter Experts will highlight innovative strategies to measure the level of current partnership engagement with employers and the impact of your direct and indirect employment services.

Presenters:

Tracie DeFreitas

Director of Training, Services,
and Outreach, Job Accommodation Network (JAN)

Dale Verstegen

Senior Research Associate,
Independent Consultant

Troy Allen

Director of Employment and Family Support Services, SRVS

Registration at: <https://bit.ly/DETAC-CoP-Aug-9-2022>

In Case You Missed Them Live

Reflecting Upon the ADA: Soaring to Employment

Here is the link to the recording: <https://youtu.be/sJDU3xAi-N4>

Webinar: Date: July 12, 2022 | Time: 3:00 pm to 4:30 pm EST

More than 300 people joined the DETAC as we celebrated the impact of the Americans with Disabilities Act (ADA) and learned how the ADA has supported the goal of competitive, integrated employment (CIE) for persons with disabilities. Pre-recorded remarks were provided by Acting Administrator [Alison Barkoff](#) from the Administration for Community Living (ACL) that included highlights describing how ACL has made strategic investments to advance CIE in communities. Additionally, a panel comprised of five self-advocates from across the country reflected on how the ADA has impacted and empowered them to achieve employment.

Highlighting the Evolution of Investments that ACL has Made in Support of CIE by:

- Alison Barkoff: Acting Administrator of the ACL and Assistant Secretary for Aging

Celebrating Olmstead: Working4Inclusion

Here is the link to the recording: <https://youtu.be/Qx7AEN0yGgQ>

Webinar: Date: June 14, 2022 | **Time:** 3:00 pm to 4:30 pm EST

Office Hours: Date: June 17, 2022 | **Time:** 12:00 pm to 1:30 pm EST

DETAC, along with the National Disability Rights Network (NDRN) and speakers from North Carolina and Delaware, held a webinar in on June 14th to celebrate the anniversary of the Supreme Court's Olmstead Decision. The NDRN shared national trends for phasing out sheltered work in addition to highlighting the Employment First outcomes across the country. State expert speakers showcased innovative and effective strategies at the state level to transition from a segregated work model to increasing competitive, integrated employment opportunities for individuals with disabilities.

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

Here is the link to the recording: https://youtu.be/AFdj_HNIM5U

Webinar: Date: May 10, 2022 | **Time:** 3:00 pm to 4:30 pm EST

Office Hours: Date: May 13, 2022 | **Time:** 12:00 pm to 1:30 pm EST

Participants joined 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 (Wise) 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 helped 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.

DETAC Learning Management System

DETAC Announces the Learning Management System (LMS) course: Disability Employment and DD Councils!

We are pleased to announce that the DETAC's Learning Management System (LMS) course: Disability Employment and DD Councils, has launched! The course has three lessons that include a short quiz and a final cumulative quiz. Each quiz requires a 70% score or better to progress to the next lesson.

Lesson Descriptions:

Lesson 1: Foundations of Disability Employment Policy

This lesson will provide an introduction to the federal developments that created the foundation for Employment First policies, as well as an overview of the state-level structures that can help translate those policies into effective practices. The lesson will conclude with a discussion about the roles Developmental Disabilities Councils can play within Employment First coalitions.

Lesson 2: DD Council Collaboration with Provider Organizations

This lesson will provide an introduction to working with provider organizations in order to further Employment First systems change efforts. It will outline the unique advocacy, capacity-building, and systems change roles DD Councils can play. It will conclude by reviewing ways to find common ground, identify strong leadership practices, critical elements for assuring partnership commitment, and sustainability.

Lesson 3: Managed Long-Term Supports and Services

This lesson will provide an introduction to managed long-term supports and services, explore how employment services can be incentivized through MLTSS, and provide an overview of the role Councils can play in promoting effective MLTSS structures and practices.

You can register and take the course 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: Disability Employment and DD Councils

The Disability Employment TA Center invites you to participate in our National Community of Practice, which will provide access to educational webinars, virtual communications, specific TA events and activities, and informational resources that will be useful across various stakeholders. The goal of hosting

a national Community of Practice is to create collaborative learning opportunities for all AoD grantees and other stakeholders who work with AoD grantees to improve competitive, integrated employment outcomes and economic advancement of individuals with disabilities.

[Sign Up for the DETAC Community of Practice](#)

Follow the Disability Employment Technical Assistance Center on social media:



The Disability Employment TA Center (DETAC) is funded by the Administration on Disabilities, Administration for Community Living (ACL.) 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 include 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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