

Youth Disability Employment Initiative (DEI)

Introduction to Round 7 Youth DEI – Partners for Youth Career Pathways

Summary

The Disability Employment Initiative has been administered by the Employment and Training Administration (ETA) at the U.S. Department of Labor (U.S. DOL) since 2010. This DEI is jointly funded by U.S. DOL's Office of Disability Employment Policy (ODEP) and the ETA. The DEI cooperative agreements will be vehicles for driving implementation of several of WIOA's disability-related provisions, and provide effective strategies for the public workforce system/CareerForce Locations network to promote competitive, integrated employment of individuals with disabilities, including those with significant disabilities. The DEI plans to accomplish this by increasing their participation in career pathways systems and successful existing programs in the public workforce system in partnership with vocational rehabilitation, community colleges and other education, human service, and business partners. Capitalizing on the flexibility that the career pathways model provides to use innovative service delivery strategies, grantees will use their award to support job-driven approaches in their pre-existing career pathway systems and programs. This will further equip individuals with disabilities with the skills, competencies, and credentials necessary to help them obtain in-demand jobs, increase earnings, and advance their careers.¹

The three overarching goals of the DEI are:

- 1. Increase access to and the participation of individuals with disabilities in WIOA-funded employment and training services, particularly those related to career pathways, in partnership with Vocational Rehabilitation (VR) programs; community colleges and other education entities; human service agencies; and business partners;*
- 2. Improve training and employment outcomes for individuals with disabilities and support businesses; and*
- 3. Increase the number of workforce entities functioning as Employment Networks (EN). An EN is an entity that enters into an agreement with the Social Security Administration (SSA) to either provide or coordinate the delivery of services to SSA disability beneficiaries.*

Partners for Youth Career Pathways Project

The purpose of the Round 7 Youth DEI – Partners for Youth Career Pathways project is to improve employment outcomes for youth with disabilities ages 14-24 years with visible and non-visible disabilities, including chronic health conditions by increasing their participation in career pathways programs. Implementation sites utilize a career pathways framework to improve training and employment outcomes for youth with disabilities in Workforce Innovation and Opportunity Act (WIOA) and Minnesota Youth Program (MYP)-funded employment and training services. In addition, the project embeds Integrated Resource Teams (IRTs) into service delivery to maximize cross-partner collaboration and minimize duplication of services. The *Guideposts for Success* are integral to the Partner for Youth Career Pathways project design and ensure that high quality services are delivered to customers.

The Partners for Youth Career Pathways focuses on five objectives:

¹ For reference, see the Funding Opportunity Announcement (FOA) for the 7th round of DEI funding: <https://bit.ly/2IKqJeP>.

1. *Strengthen partnerships and strategically align youth and adult career pathways systems to effectively serve youth with disabilities through multiple entry and exit points;*
2. *Build capacity of WDA staff to support at least 300 youth with disabilities to participate in the state's career pathways system using the Guideposts for Success best practices framework and an Integrated Resource Team approach;*
3. *Utilize innovative intergenerational family support approach to promote successful outcomes for youth with disabilities participating in career pathways system and programs;*
4. *Implement specific strategies to address the state's employment gap for racially and culturally diverse individuals; and*
5. *Increase the state's number of Employment Networks (ENs) and the number of Social Security disability beneficiaries participating in career pathways programs*

The three implementation sites for the Partners for Youth Career Pathways Project are:

1. Central Minnesota Jobs and Training Services (CMJTS) – WDA 5

To view the most recent work plan for CMJTS visit: <https://bit.ly/2RmPYM9>

Sector strategies for CMJTS can be found here: <https://bit.ly/2s2I5g0>

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2. Rural Minnesota Concentrated Employment Programs (Rural CEP) – WDA 2

To view the most recent work plan for Rural CEP visit: <https://bit.ly/2s1hpgf>

Sector strategies for Rural CEP can be found here: <https://bit.ly/2IzZLZg>

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3. Southwest Minnesota Private Industry Council (SWPIC) – WDA 6

To view the most recent work plan for SWPIC visit: <https://bit.ly/2F1WwKm>

Sector strategies for SWPIC can be found here: <https://bit.ly/2GHjOlj>

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The PACER Center

Minnesota's contracted technical assistance provider, the PACER Center (PACER), supports the Disability Resource Coordinators by developing resources and providing guidance on how to work with youth with disabilities and their families. PACER also conducts parent and family workshops that build the capacity of families to support their young adult's transition to employment. Information and resources related to youth

transition can be found on PACER's National Parent Center on Transition and Employment website: <https://bit.ly/2qslOqh>. Minnesota's DEI project works closely with Deborah Leuchovius.

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Relevant Laws, Rules, or Policies

[Workforce Innovation and Opportunity Act \(Public Law 113-128\)](#)

[WIOA Final Rule \(Dated 08-19-2016\)](#)

[WIOA Final Rule: Unified and Combined State Plans, Performance Accountability, and the One-Stop System Joint Provisions \(Dated 08-19-2016\)](#)

[WIOA Participant Individual Record Layout \(PIRL\)](#)

[U.S. Dept. of Labor Training and Employment Guidance Letter No. 11-11, Change 2 \(Dated 5/16/2012\)](#)

[U.S. Dept. of Labor Training and Employment Guidance Letter No. 19-14 \(Dated 2-19-15\)](#)

[U.S. Dept. of Labor Training and Employment Guidance Letter No. 23-14 \(Dated 3-26-15\)](#)

[U.S. Dept. of Labor Training and Employment Guidance Letter No. 12-14 \(Dated 10-28-14\)](#)

[U.S. Dept. of Labor Training and Employment Guidance Letter No. 8-15 \(Dated 11-17-15\)](#)

[U.S. Dept. of Labor Training and Employment Guidance Letter No. 10-16 Change 1 \(Dated 8-23-17\)](#)

[U.S. Dept. of Labor Training and Employment Guidance Letter No. 7-18 \(Dated 12-19-18\)](#)

[TEGL No. 21-16 \(issued 3/2/17\)](#)

[WIOA Core Monitoring Guide](#)

[WIOA Youth Monitoring Supplement Guide](#)

[Uniform Guidance – 2 CFR § 200.331](#)

[Funding Opportunity Announcement](#)

[Funding Opportunity Announcement Amendment 1](#)

Effective Date

11/1/2016

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1/16/2019

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[Attachment A – WIOA Youth Program Elements](#)

[Attachment B – Notice of Grant Award](#)

Policy

Publications and Products Developed under the Round 7 Youth DEI (MI-29688-16-60-A-27)

The following statement needs to be included on all products and publications (including web-based documents) developed under the Round 7 Youth DEI grant:

“This workforce product was funded by a grant awarded by the U.S. Department of Labor’s Employment and Training Administration. The product was created by the recipient and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it.”

Disability Resource Coordinators

A Disability Resource Coordinator (DRC) is required for each implementation site. The role of the DRC can vary depending on each implementation site. However, there are a number of potential roles and responsibilities for the DRC. These roles and responsibilities include:

- *Conducting outreach to Local Education Agencies (LEAs), Community-Based Organizations (CBOs), and local business to recruit and support youth with disabilities in career pathways and build capacity within the respective agency;*
- *Providing technical assistance and training to employment counselors on how to ensure high quality employment and training services are provided to customers with disabilities. For example, demonstrate how to develop and implement IRT meetings with customers;*
- *Engaging with customers with disabilities and support their educational and employment goals;*
- *Support the respective agency’s efforts to become or maintain an established Employment Network;*
- *Providing feedback to PACER staff on DEI-related resources and publications; and*
- *Attending monthly calls and quarterly in-person meetings with the State Lead, NDI technical assistance liaison, PACER, and fellow DRCs.*

For more information on the role of DRCs, see “Tools and Resources for Beginning DRCs” on the Disability Employment Initiative webpage on WorkforceGPS: <https://bit.ly/2HwVOyo>.

Disability Resource Coordinator Level I training can be found on DEED’s website: <https://bit.ly/2J78uVG>. The training is designed for frontline staff who work with individuals with disabilities with an emphasis on youth with disabilities. The training consists of 5 modules including: WIOA & Disability, Building Confidence around Disability, Accessibility for a Diversity of Customers, Partnerships & Collaboration, and Youth & Disabilities. Each module incorporates a learning objective, content, external resources, a glossary of key concepts and terms, as well as an action plan.

Guideposts for Success

The *Guideposts for Success* are identified as a best practice by the U.S. DOL. The *Guideposts* framework provides guidance on five essential activities that all youth, including youth with disabilities, need to succeed.

The five *Guideposts* are:

1. School-Based Preparatory Experiences;
2. Career Preparation and Work-Based Learning Experiences;
3. Youth Development and Leadership;
4. Connecting Activities; and
5. Family Involvement and Supports

More information about the *Guideposts* can be found on the National Collaborative on Workforce and Disability for Youth (NCWD) website: <https://bit.ly/2qoNe1m>.

Integrated Resource Teams

Integrated Resource Teams are designed to maximize collaboration and minimize duplication of services. IRTs involve multiple service providers and support customers by leveraging the expertise of each service provider. The IRT meetings should be led by the customer while the DRC or employment counselor convenes service providers on behalf of the customer. Members of IRTs can include but are not limited to: worksite supervisors, social worker, school counselor, family member, vocational rehabilitation counselor, or special education teacher. DRCs and employment counselors are encouraged to participate in Individual Education Program (IEP) or 504 plan meetings if the customer has either an IEP or 504 plan. If the DRC or employment counselor attend IEP or 504 plan meetings and are support educational and employment goals of the customer, then this can be considered an IRT.

For more information on IRTs follow: <https://bit.ly/2qraf3w>.

Co-Enrollments

The blending and braiding of funds with the DEI project has been identified as a best practice. Co-enrollments can help meet the employment and training needs of customers. Opportunities for co-enrollment can include:

WIOA Young Adult Program

The Workforce Innovation and Opportunity Act (WIOA) provides out-of-school youth between the ages of 16 and 24 and in-school youth between the ages of 14 and 21 with year-round employment and training services. Under this law passed in 2014, WIOA youth services emphasize services to out-of-school and disconnected youth, high school dropout recovery and attainment of recognized postsecondary credentials.

For more information on the WIOA Young Adult Program follow: <https://bit.ly/2qYZc1R>

Minnesota Youth Program (MYP)

The Minnesota Youth Program serves at-risk youth who are: ages 14-24, economically disadvantaged or face severe barriers to employment and school success, including youth with disabilities, teen parents, youth offenders, homeless, runaways, and foster care youth.

For more information on the Minnesota Youth Program follow: <https://bit.ly/2HqOOes>

Youthbuild

The Youthbuild program provides specialized training for youth and young adults between the ages of 16 and 24 who are at risk of not completing or have not completed their high school education. Participants are trained in construction and other fields in the building trades, basic academic skills, and leadership. They also receive construction-based work experience.

Targeted participants include:

- High school dropouts and potential dropouts
- Youth at risk of involvement with the juvenile justice system
- Chemically dependent youth
- Youth with disabilities
- Homeless youth
- Teen parents
- Public assistance recipients

The education component of the program focuses on applied basic skills with a problem-solving emphasis. The work experience component provides youth with an opportunity to develop skills working with tools and performing job functions related to the renovation of residential units. The leadership component provides youth with meaningful opportunities to develop decision making, problem solving, and negotiating skills.

For more information on the Youthbuild Program follow: <https://bit.ly/2vDPoA8>

TANF Youth Innovation Project

The TANF Youth Innovation Project is a partnership between the Minnesota Department of Human Services, Minnesota Department of Employment and Economic Development, and the Minnesota Association of Workforce Boards provide structured work experiences and introduction to career pathways to youth receiving Minnesota Family Investment Program (MFIP) benefits.

The project services two groups of youth:

- Teen parents, ages 16-24, who are receiving cash MFIP benefits; and
- Younger youth, ages 14-18, who are on the cash grant in a household receiving MFIP benefits.

For more information on the TANF Youth Innovation Project: <https://bit.ly/2Hnsdil>

Programmatic Policies

Eligibility Determination

Please refer to WIOA Youth Policy Chapter 2: <https://bit.ly/2GVjos7>.

Selective Service

Please refer to WIOA Youth Policy Chapter 3: <https://bit.ly/2GPQAW0>.

Documentation of Eligibility

Please refer to WIOA Youth Policy Chapter 4: <https://bit.ly/2v8zZaE>.

Child Labor Restrictions

Please refer to WIOA Youth Policy Chapter 5: <https://bit.ly/2ILXGaG>.

Work Opportunity Tax Credit

Please refer to WIOA Youth Policy Chapter 8: <https://bit.ly/2Ht3SVF>.

Career Pathways

Please refer to WIOA Youth Policy Chapter 9: <https://bit.ly/2JEqjmu>.

WIOA Program Elements

Please refer to WIOA Youth Policy Chapter 11: <https://bit.ly/2Sq5V1>.

Individual Training Accounts

Please refer to WIOA Youth Policy Chapter 12: <https://bit.ly/2JBqTGw>.

Youth Credentials under WIOA

Please refer to WIOA Youth Policy Chapter 13: <https://bit.ly/2GUzMtf>.

Procurement of Youth Services under WIOA

Please refer to WIOA Youth Policy Chapter 16: <https://bit.ly/2k7aePL>.

WIOA Youth Cost Matrix

Please refer to WIOA Youth Policy Chapter 18: <https://bit.ly/2Pggo12>.

Fiscal Policies

Monitoring Requirements

Please refer to the Monitoring Requirements Policy: <https://bit.ly/2qC52WY>

Fraud Prevention and Abuse

Please refer to the Fraud Prevention and Abuse Policy: <https://bit.ly/2EQ0MrW>

National Technical Assistance and other Resources

There are numerous resources and information (work plans, best practices, and quarterly reports) related to Minnesota's Round 7 Youth DEI project located here: <https://bit.ly/2HbWznH>. In addition there are resources, best practices, and lessons learned from Minnesota's Round 3 Youth DEI Project.

The National Disability Institute

The U.S. DOL is engaged in a technical assistance contract with the National Disability Institute (NDI). The technical assistance liaison for Minnesota is Miranda Kennedy. The role of the technical assistance liaison is to support Minnesota in resolving any issues related to service delivery, establishing an Employment Network, and identify best practices to be shared with other WDAs and States.

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Employment Networks

Employment Networks are required elements of U.S. DOL and Minnesota's Partners for Youth Career Pathways project. There are multiple types of Employment Networks that an agency may implement. For an overview of the benefits of Employment Networks, see: <https://bit.ly/2IOe9eD>. To learn about how specific states have leveraged ENs to support the employment and training goals of customers on SSI/SSDI, see: <https://bit.ly/2qpyuiH>.

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Youth Disability Employment Initiative WorkforceGPS webpage: <https://dei.workforcegps.org/>

Youth Career Connections WorkforceGPS Community of Practice webpage: <https://youth.workforcegps.org/>

Case Management Toolkit developed by U.S. DOL:

<https://youth.workforcegps.org/resources/2017/04/05/10/52/CaseManagementToolkit>

Attachment A – WIOA Youth Program Elements

WIOA Youth Program Element Section 129(c)(2)	Is the element further described in Final Rule? If so, applicable citations	Relates to or overlaps with other program element	Applicable PIRL Data Element	Alignment with <i>Guideposts for Success</i>
1. Tutoring, study skills training, instruction, and dropout prevention	TEGL 21-16	Program elements 2 and 4	1402	School-Based Preparatory Experiences
2. Alternative secondary school services or dropout recovery services	TEGL 21-16	Program element 1	1403	School-Based Preparatory Experiences
3. Paid and unpaid work experience	Title 20 CFR Sections 681.600, 681.590, 681.480 and TEGL 21-16		1205, 1405	Career Prep and WBL
4. Occupational skills training	Title 20 CFR Sections 681.540, 681.550 and TEGL 21-16	Program element 1	1300, 1302, 1303, 1306, 1307, 1308,	School-Based Preparatory Experiences, Career Prep and WBL, Youth Development and Leadership, Connecting Activities, Family Involvement and Supports
5. Education offered concurrently with workforce preparation and training for a specific occupation	Title 20 CFR Sections 681.630 and TEGL 21-16	Program elements 2, 3, and 4	1407	School-Based Preparatory Experiences, Career Prep and WBL, Youth Development and Leadership, Connecting Activities, Family Involvement and Supports
6. Leadership development opportunities	Title 20 CFR Sections 681.520, 681.530 and TEGL 21-16		1408	Youth Development and Leadership
7. Supportive services	Title 20 CFR Sections 681.570 and TEGL 21-16		1409	Family Involvement and Supports
8. Adult mentoring	Title 20 CFR Sections 681.490 and TEGL 21-16		1410	Connecting Activities, Family Involvement and Supports
9. Follow-up services	Title 20 CFR Sections 681.580 and TEGL 21-16	Program elements 7, 8, 11, 13, and 14	1412	Connecting Activities, Family Involvement and Supports
10. Comprehensive guidance and counseling	Title 20 CFR Sections 681.510 and TEGL 21-16		1411	Connecting Activities, Family Involvement and Supports
11. Financial literacy education	Title 20 CFR Sections 681.500 and TEGL 21-16		1206	Career Prep and WBL, Connecting Activities
12. Entrepreneurial skills training	Title 20 CFR Sections 681.560 and TEGL 21-16		1413	School-Based Preparatory Experiences, Career Prep and WBL, Youth Development and Leadership, Connecting
13. Services that provide labor market information	Title 20 CFR Sections 651.10 and TEGL 21-16		1414	School-Based Preparatory Experiences, Career Prep and WBL, Connecting Activities
14. Postsecondary preparation and transition activities	TEGL 21-16		1415	School-Based Preparatory Experiences, Career Prep and WBL, Connecting Activities

Attachment B – Notice of Award

The Notice of Award (NOA) from the U.S. Department of Labor which includes Minnesota’s Technical Proposal can be found here: <https://bit.ly/2RQ4jkx>. The NOA outlines the conditions of the grant award and Federal Award Terms, including attachments that subrecipients must follow in order to be in full compliance with the DEI grant.