Employment Service Programs

Employment Services

- Vocational Rehabilitation
- One Stop Career Service Centers
- SSA Ticket to Work Program
- AZ Tech Access Program
- ALTCS Services
- Mature Workers Program
- Other Community Programs

People with Disabilities and Employment

o Numerous reports indicate that people with disabilities want to work.

o The unemployment rate of people with disabilities is much higher than for those without disabilities (stats vary, but higher unemployment rate and much lower percentage in the labor force)

o There are many factors that contribute to this difference.

o There are services that are working to assist people with disabilities in obtaining employment.

Vocational Rehabilitation

o Administered by Rehabilitation Services Administration

o Must have a physical, mental or emotional impairment that results in a substantial barrier to employment

o Must be able to benefit in terms of employment outcome

o Must want to work and need services to prepare for, secure, retain or regain employment

For the Local Office Nearest You…….

https://www.azdes.gov/rsa

Click on VR Office Near You

VR Eligibility

o Referral or self-referral

o Need medical evidence of disability or they will send you to doctor

o Must meet with counselor or staff person

o When eligible and services available, work together to create plan called IPE (individual plan for employment)

VR Order of Selection

o Process by which VRs are allowed to prioritize who they will serve.

o Arizona uses three categories and all fall into one of them.

o All three categories are closed but now taking people off the highest priority category.

VR Order of Selection Categories

o Based upon number of disability related service needs

o Examine 7 major life areas, including things like communication and mobility

o Not based upon type of disability

o Most significant, significant, other eligible

What Services Could VR Provide?

o Evaluation of abilities and needs and vocational counseling

o Assistive aids or services

o Tuition or funding for training

o Goods and services (job development and placement) related to getting and keeping a job

What if a Member is Unhappy with VR Services?

Arizona Center for Disability Law

Client Assistance Program

Phoenix 602-274-6287

Outside Phoenix1-800-927-2260

Tuscon 520-327-9547

Outside Tuscon 1-800-922-1447

Other Services Available by RSA with No Order of Selection

o Independent Living Rehabilitation Services

o Arizona Industries for the Blind

o Business Enterprise Program (for blind individuals)

o Employment Support Services for those who need long term supported employment but not eligible for ALTCS (wait list)

One Stop Career Centers

o **Comprehensive One-Stop Career Centers** - Provide a full array of employment and training related services for workers, youth and businesses. These locations include the mandatory Workforce Investment Act (WIA) partners on-site.   (22 in Arizona)

o **Affiliate One-Stop Career Centers** - Provide limited employment and training related services for workers, youth, and businesses. These locations do not include all the mandatory Workforce Investment Act (WIA) partners on-site. (39 in Arizona)

Where is My Members' Local One-Stop?

www.servicelocator.org

Left hand side has a section for typing in your member's zip code.

https://www.azdes.gov/esa/onestop.asp

List of Arizona One-Stops

Partners in the One Stop

- Title I of WIA (adults, youth, and dislocated -Veterans Employment & workers – formerly JTPA) Training
- Job Corps
- Vocational Rehabilitation
- Native American programs
- Adult Education
- Wagner-Peyser (Employment Services)
- Postsecondary Vocational
- Education
- Unemployment Insurance

Community Services Block
- Trade Adjustment Assistance
- Grant Employment & Training
- NAFTA Transitional Adjustment Assistance activities
- Welfare-to-Work -Housing and Urban Development Employment & Training activities
- Senior Community Service Employment

One-Stop Services

o Everyone is entitled to "core services", which include things like internet access, interviewing skills, resume development etc.

o Some individuals will qualify for "intensive services" which could include things like development of career plan, case management, one-on-one assistance.

o Individual Training Accounts are also available.

One-Stop Disability Program Navigators

o Developing linkages and collaborating on an ongoing basis with employers to facilitate employment for persons with disabilities

o Facilitating the transition of in- or out-of-school youth with disabilities to obtain employment and economic self-sufficiency

o Serving as resources on SSA's: work incentives/ employment support programs.

o Serving as resources on programs that impact the ability of persons with disabilities to enter and remain in the workforce

Arizona DPNs Locations

o Tucson

o Prescott

o Mesa

o Casa Grande

o West Phoenix

o Gilbert

Ticket to Work Program

o Created to fund employment services providers who are successful in getting individuals who receive cash assistance from SSA back to work.

o Services provided through entities called Employment Networks (ENs), which can be a non-profit agency, business, self-employed counselor, etc..

o Employment Networks only get paid if individual meets certain earned income thresholds.

How Does the Program Work?

- All SSI and SSDI beneficiaries in current cash status receive tickets.
- Individuals can place their tickets with an EN.
- Individual and EN work together to create an IWP (individual work plan).
- When the individual reaches certain employment income levels, the Employment Network is paid.
- In general, the goal is to assist the beneficiary in working off of cash benefits.

Supporting Members Who Want to Use Ticket

o Member will first need to decide how much he or she wants to work and if he or she is willing to work toward leaving the cash benefit rolls.

o There are many myths out there about how it is not "safe" to leave the rolls.   Make sure your member does not fall prey to them.

o Member then needs to shop around to different Employment Networks and figure out which one is a good "fit."

o Sometimes members will work with VR first and then they can assign their ticket.

Where Do We Find Employment Networks?

o www.yourtickettowork.com

o Warning: There are ENs listed that may not be taking tickets.

o It might be a good idea to keep an agency list of ENs that you know are taking tickets.

Other Community Employment Programs in Our Area

Az Tech Access Program

o Loans for purchasing Assistive Technology ($500-$10,000)

o S.E.E.D. (self-employment, same loan amounts)

o Assistive Technology Exchange

o Loan Program

o www.azlet.net

ALTCS Employment Services

o Supported Employment

o Pre-employment services such as job exploration

o Know who your agencies contracts with for these services.

o Remember attendant care services can be provided ON THE JOB!

Examples of ALTCS Employment Services

Our Contactors for These Services

Mature Workers Program

o Workers 50 and older

o www.azmatureworkers.com: individuals can post resumes and companies can post jobs.

o Public Awareness campaign and "Mature Worker Friendly Certified Employers"

Discussing Employment

o What interests your member?   What is he or she good at doing? How could that translate into employment?

o What are his or her goals?

o Do he or she have enough income to do what others are doing? What would he or she do with more income?

o What are his or her plans for the future and for your life?

o What are his or concerns about working, if any?

How We Incorporate Employment Discussion into Visits

Role Play

o Create roll play scenario for case managers to introduce the topic of employment or

o Review case study of successful return to work customer

Cultural Competency

(Fill in any cultural competency components for particular populations that your agency works with that may arise in talking about education)

Internal and External Policy Change

o Are there any internal policies or procedures that will create a barrier to incorporating this into our work?

o Are there any state or federal policies that will create a barrier to incorporating this into our work?

o How can we create an open dialogue on this and a system for documenting changes needed?