

Braiding and Leveraging resources

Purpose of Virginia's Disability Employment Initiative:

Increase the capacity of
Virginia's Workforce System to
partner on employment outcomes
for jobseekers with disabilities/veterans
and create additional resources for
workforce programs that
serve **ALL** customers.

Joseph Ashley Rh.D., CRC

Virginia Department for Aging and Rehabilitative Services: Assistant Commissioner
Disability Employment Initiative: Project Co-Director

Strategies for state level braiding and leveraging resources

Executive Management Committee:

Created buy in

Incorporated implementation strategies at local level

Common objectives across organizations & grants that increased:

Use of work incentives

Access for job seekers with disabilities in the One Stops

Current examples leveraging resources across grants:

RSA Career Pathways

DOL Apprenticeship

Integrated Resource Teams (IRTs): A service strategy for braiding and leveraging resources

IRTs are for job seekers with:

Identified multiple barriers to employment

An increased need for services, supports and/or resources

IRTs increase braiding & leveraging resources by:

Enhancing cross program collaboration and service alignment

Developing an integrated career plan

In summary:

This service delivery strategy aligns workforce partners around an employment goal, for an individual job seeker, that allows each provider to maintain their service plans while braiding and leveraging resources, funding and services.

The IRT approach can be implemented immediately, with no modification to provider service models.

IRT Implementation in Virginia

360 IRTs conducted under DEI Round I

First Dollar Down (flexible spending account)

Must be leveraged

Gap filler

Examples of FDD spending

training

tuition

software

child care

car repair

prosthesis

hearing aids

transportation



IRT Example 1

Job seeker:

Back problems/Hip replacement, ex-felon, drug/alcohol abuse, Ticket holder, Veteran

IRT Members: WIOA, Disability Resource Coordinator (DRC) & Employment Network services

IRT Outcomes:

WIOA funded CDL Training, transportation vouchers for training
Dept. of Transportation physical/drug screening

DRC provided successful job search, interview skills (how to present felony conviction); addressed Ticket overpayments & Medicaid appeal (DRC is a Work Incentives Specialist Advocate)

Employed:

Full Time/benefits as a Truck Driver at \$12 per hour

Note: Total Amount of Ticket to Work program payments = \$8,106

IRT Example 2

Job seeker:

Fibromyalgia, ADHD, Depression, frequent job loss due to functional limitations from hidden disability, no health insurance for medication & no transportation.

IRT Members: WIOA, VR (previous Disability Program Navigator), College Ombudsman, Public School System, Para-transit and VR AT Engineer

IRT Outcomes:

WIOA funded Career Switchers Program

College provided Special education endorsement program/scholarship for certification classes

Public Schools provided long term paid substitute position

VR provided guidance/counseling, paratransit application process, purchased medication, loaner computer for classes

Employed:

Full time with benefits as a Special Education Instructor at \$40,000 annually

IRT Example 3

Job seeker:

Learning & heart transplant disabilities, transportation challenges, Ticket Holder

IRT: WIOA, Disability Resource Coordinator (DRC), VR and Training provider

IRT Outcomes:

WIA funded bulk of CNA training

DRC with First Dollar Down funded some tuition, school supplies and transportation for training program; provided low cost accommodation strategies to training provider

VR covered participation costs during the lecture portion of the training

Training provider recommended job seeker to an Assisted Living Home position opening

Employed: Full Time with benefits as a Certified Nursing Assistant at \$12.50 now \$15 per hour

Update: Just purchased a car!

Joseph Ashley Rh.D., CRC

Virginia Department for Aging and Rehabilitative Services
Disability Employment Initiative: Project Co-Director

804-662-7624

joe.ashley@dars.virginia.gov