

Tompkins County Workforce Development Board
Services to Individuals with Disabilities Committee
MINUTES

Tuesday, June 13, 2023 | Workforce Development Board Conference Rm.
119 E. Seneca Street, Suite 200B, Ithaca, NY 14850

Present: J. Matteson, D. Barr, A. Tunison, B. Seekins, C. Stanley

Excused: C. Boone, J. Lynch, R. Bradley, B. Flaherty

Staff: C. Sponn, D. Achilles

Guest: M. Caci; Office of Employment and Training

Call To Order:

Mr. Matteson called the meeting to order at 8:34 a.m.

Approval of Minutes: April 11, 2023

Due to lack of voting members present to achieve quorum; the vote to approve the April 11, 2023 meeting minutes were tabled until the next meeting.

Review & Signature (Member Stakeholders)

Mr. Sponn reviewed the WDB Transparency and Integrity policy, Conflict of Interest Disclosure Statement and signature form that needs to be completed by Committee members. Mr. Sponn reported that the policy is to prevent the personal interest of Board and Committee members from interfering with their duties, or result in personal financial, professional, or political gain. Please complete the forms and return them to Mr. Sponn or Ms. Achilles.

Discussion on Updating Committee Name and Duties

Mr. Sponn reviewed the current name and duties of the Services to Individuals with Disabilities Committee. The Committee had discussion around shortening the current name updating wording in the duties to be more inline with the what the Committee does for the disabled populations of the community. The Committee discussed rewriting the duties to be inclusive to include all disabilities. Mr. Matteson would like to move forward with modifications to the duties and move to the Executive Committee for discussion.

Mr. Sponn will update the duties and if any Committee members have a suggestion for a Committee name they will email him with names and will discuss at next meeting.

Office of Employment and Training Update

Ms. Stanley reported she is working with Mr. Bennett, Communication Specialist at the Career Center on a Disability Awareness Summit in October 2023. The Summit will be for downtown business owners to learn more about how to accommodate employees with disabilities and be ADA compliant. Ms. Stanley will have Ms. Switzer, Extension Associate for Employment & Disability, Cornell University ILR School, speak at the Summit on how to recruit, hire, and retain employees.

Interim Director's Report

Tompkins Workforce Restructure

Mr. Sponn reported that the Workforce Development Board and Office of Employment and Training will be one department as soon as the Director is hired.

Tompkins Workforce Director Job Posting

Mr. Sponn reported that the Tompkins Workforce Director Job Posting is on the website and will be open until June 25th with interviews to follow July 13th and 14th.

ACCES-VR at Career Center

Mr. Sponn reported he is working with Mr. Tunison and New York State Department of Labor on office space at the Career Center.

Healthcare and Manufacturing Expos

Mr. Sponn reported that the Healthcare Career Expo will be held November 20, 2023 at Ithaca College. The Healthcare Career Expo will be attended by high school students from local area schools as well as surrounding County school districts. There will be Healthcare providers at the event to explain what their specialty does, schooling needed, and to answer questions that students may have.

Mr. Sponn reported that the Manufacturing Expo will be held September 27, 2023 at Tompkins Cortland Community College. The Manufacturing Expo will be attended by high school students across the region. There will be manufacturing businesses at the event with hands-on experience for students to try, businesses to

provide background on what they do, and to answer questions that students may have.

Tompkins County and Asylum Seekers

Mr. Sponn reported that Tompkins County has had two meetings discussing the asylum seekers and that they are welcome in our community and how we can provide support with helping to obtain skills for jobs that are available.

Tompkins County Workforce Strategy

Mr. Sponn reported that when the Director is in place, we will move forward with updating the Tompkins County Workforce Strategy.

Micron Future Ready Consortium

Mr. Sponn reported that there have been several meetings with Micron and the area Workforce Boards on the talent issues and skills gaps of workers. They are collecting partners in the region to help train workers in jobs that are needed. There will be another meeting later this week.

Tompkins WDB MOU

Mr. Sponn reported that the MOU for Tompkins County has not been executed, it is being reviewed at the State Counseling office.

Open Meeting Law

Mr. Sponn reported that the open meeting law has changed as of May 30, 2023 so that any individual with disabilities can attend a meeting virtually and count as quorum.

Juneteenth Black Business Expo and Job Fair

Mr. Sponn reported the Black Business Expo and Job Fair is on Friday, June 16th 11:00-3:00pm at the Southside Community Center.

Re-entry and Recovery Expo

Ms. Stanley reported to the Committee that Re-entry and Recovery Expo will be September 11, 2023 from 11:00 to 2:00 to advocate for individuals re-entering into the community after being incarcerated.

Adjournment:

Mr. Matteson adjourned the meeting at 9:41 a.m.

Tompkins County Workforce Development Board Services to Individuals with Disability Committee Name and Duties Discussion

Tompkins County Workforce Development Board Services to Individuals with Disability Committee

The Services to Individuals with Disability Committee is responsible for advising the WDB on matters related to accessibility and the provision of disability services to One-Stop customers with disabilities. The Services to Individuals with Disabilities Committee shall also provide policy guidance as it relates to services to individuals with disabilities.

The Committee:

- Advocates for customers
- Raises awareness of disability as a civil rights and diversity issue
- Promotes collaboration between service providers
- Responsible to ensure that training for staff on providing supports for or accommodations to, finding employment opportunities for, individuals with disabilities
- Seeks ways to increase competitive integrated employment opportunities

Members of the committee shall include:

- WDB members
- Self-advocates for individuals with ~~intellectual or developmental~~ disabilities
- Providers of employment services, including those who employ individuals with ~~intellectual or developmental~~ disabilities in competitive integrated employment
- Representatives of national disability advocacy organizations for adults with ~~intellectual or developmental~~ disabilities
- Experts with a background in academia or research and expertise in employment and wage policy issues for individuals with ~~intellectual or developmental~~ disabilities
- Representatives from the employer community or national employer, and
- Other individuals or representatives of organizations with expertise on increasing opportunities for competitive integrated employment for individuals with disabilities

Minimum Meeting Requirements:

- Bi-monthly

Cattaraugus-Allegany Counties WDB

Special Populations Committee

The Special Populations Committee is responsible for advising the LWDB on matters relating to the delivery of an integrated workforce/employment program for special populations such as youth, ex-offenders, migrant and seasonal farmworkers, individuals with disabilities, etc. The Committee shall provide policy guidance as it relates to services to these populations.

The Committee:

- advocates on behalf of workforce development services for these populations
- advises on the administration of funds to deliver program services to improve the training, literacy, and job readiness skills of special populations;
- works to develop a more comprehensive and integrated system of workforce development programs and services for special populations;

- develops portions of the Local Plan pertaining to special populations programs/services;
- recommends providers of services to be awarded grants or contracts on a competitive basis by the local board;
- conducts oversight with respect to providers of special populations services;
- advocates for customers;
- raises awareness of special populations as a civil rights and diversity issue;
- is responsible to ensure that training for staff on providing supports for or accommodations to, finding employment opportunities for, individuals from special populations;
- seeks ways to increase competitive integrated employment opportunities; and
- provides the leadership and the public relations link between the LWDB and the Business community for financial contributions, career shadowing, internships, and job opportunities.

Gloucester, NJ WDB

Disability Issues Committee

The Gloucester County Workforce Development Board Disability Issues Committee is a sub committee of the Community Needs Assessment Committee. The Disability Issues Committee promotes employment equality, opportunity, and independence for people with disabilities.

The membership of the Committee strives to endorse the diversity of people with disabilities in the workplace by representing the widest possible range of constituent groups to include advocacy organizations.

Middlesex, NJ WDB

Abilities Committee

The mission of the Abilities Committee is to make recommendations to the One-Stop in order to ensure that all services of the One-Stop are fully accessible to people with disabilities. Accessibility includes physical accessibility, along with attitudinal and procedural accessibility, and people with disabilities include physical, mental and learning disabilities.

Mahoning and Columbiana, OH Counties WDB

Individuals with Disabilities Committee

The Individuals with Disabilities Committee Membership Committee assists with ensuring applicable provisions of WIOA and the Americans with Disabilities Act remain in compliance. Provisions include programmatic and physical access to the services, programs, and activities of the one-stop (OhioMeansJobs) system, appropriate training for staff, and finding employment opportunities for individuals with disabilities.

Monmouth, NJ WDB

Services to People with Disabilities

The Services to People with Disabilities Committee will assess workforce development services that are available to people with disabilities and develop policy recommendations for the expansion and enhancement of those services.

Workforce Connection of Central New Mexico WDB

Disability Committee

The Disability Committee will review, advocate, and make recommendations for New Mexicans with Disabilities to the Executive Committee/Full Board on the physical and programmatic accessibility of all one-stop centers and related to WCCNM's operations.

The Disability Standing Committee works with the WCCNM Board, committees, and Administrative Entity/Fiscal Agent to identify accessibility and CQI initiatives and respond to events and issues involving accessibility regulatory issues, compliance and initiatives related to disability matters. The Disability Standing Committee provides recommendations to the Chief Elected Officials, WCCNM Full Board, and Executive Committee. Responsibilities The Disability Standing Committee will report its activities to the board at least on a quarterly basis. Areas of responsibility include, but are not limited to:

- Assess Physical and Programmatic Accessibility
- Ensure Priority of Service
- Oversee Disability Awareness Campaign

Iowa State WDB

Disability Access Committee

The Disability Access Standing Committee's mission is to address issues relating to providing workforce services to individuals with disabilities, including (but not limited to):

- Issues relating to compliance with applicable state and federal nondiscrimination laws regarding the provision of programmatic and physical access to the services, programs, and activities of the state workforce development system.
- Appropriate training for staff on providing supports for or accommodations to, and finding employment opportunities for, individuals with disabilities.

Goals

The State Workforce Development Board established a Disability Access Standing Committee to lead a statewide initiative to:

- Ensure that Iowa's one-stop delivery system meets all accessibility requirements for individuals with disabilities under the ICRA, ADA, and WIOA; and
- Increase accessibility for individuals with disabilities to the programs, services, and activities of Iowa's one-stop delivery system.
- Continuously improve for individuals with disabilities the provision of services within the one-stop delivery system.
- Improve opportunities for individuals with disabilities in competitive integrated employment.

2023 Disability Employment Workforce Summit and NY SCION



*Workforce
Development
Board*

2023 Disability Employment Workforce Summit

- **NYSDOL and Columbia-Greene Workforce NY hosted the summit on May 18 in Hudson, NY**
- **Focused on building collaborative partnerships and expanding the discussion of the NY SCION pilot project**
- **NY SCION seeks to improve education, training, and employment opportunities and outcomes for adults with disabilities in NYS**

The Importance of NY SCION

- In 2021, for labor force participation there 21.3% people with disabilities
- **27 Local Workforce Development Boards participating as of April 2023**
- **Commitment to sustain NY SCION activities through 2026**
- **5,000 people with disabilities have been served in NYSDOL's Career Center system and 1,000 more have secured employment through NY SCION**

NYDOL Vision for Long-term Sustainability

- Leverage meaningful state-level partnerships with OMH, NYESS, ACCES-VR, NYSCB, OPWDD, and TRIAD
- Continue to prove the model to state-level funders using quantitative/qualitative data
- Seek supplemental funding from public/private/government funding