

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

**Tuesday, August 09, 2022 | Workforce Development Board Conference Room
119 E. Seneca Street, Suite 200B, Ithaca, NY 14850**

PRESENT: J. Matteson, C. Stanley, J. Schifano,

EXCUSED: R. Bradly, B. Seekins, C. Boone, D. Barr, J. Lynch, T. Fiacco

STAFF: R. Avila, D. Lovelace, D. Achilles

GUEST: J. Mouillesseaux, C. Kloppel

CALL TO ORDER:

Chair Matteson called the meeting to order at 8:39 a.m.

APPROVAL OF MINUTES - April 12, 2022

There were not enough voting members present to achieve quorum; the vote to approve the previous meeting's minutes was tabled until the next meeting.

DISABILITY RESOURCE COORDINATOR PRESENTATION

Disability Resource Coordinator (DRC) Cassidy Stanley shared information about her position. It is currently a grant-funded and intended for permanent funding through a different source in the future. Helping to identify that source is part of Ms. Stanley's job. Currently New York SCION funding helps pay for her services. An important aspect of her job is benefits advisement for Social Security beneficiaries, and she received certification through Cornell to be able to fulfill that role.

DISABILITY EMPLOYMENT STATISTICS PRESENTATION

Ms. Lovelace presented several current statistics on the rate of labor participation and employment for people with disabilities. Ms. Avila relayed to the committee that more county level data is needed. See attached presentation.

ITHACA HOUSING AUTHORITY

Cynthia Kloppel, FSS Case Manager with the Ithaca Housing Authority attended the meeting and shared information on the Family Self Sufficiency program and the

services offered to clients. She brought pamphlets and business cards for committee members and the career center to share with colleagues and the public.

ADJOURNMENT:

Meeting was adjourned at 9:58 a.m.

Tompkins County Workforce Development Board

SID Committee

State of the Industry 2022



Rosemary Avila
Director

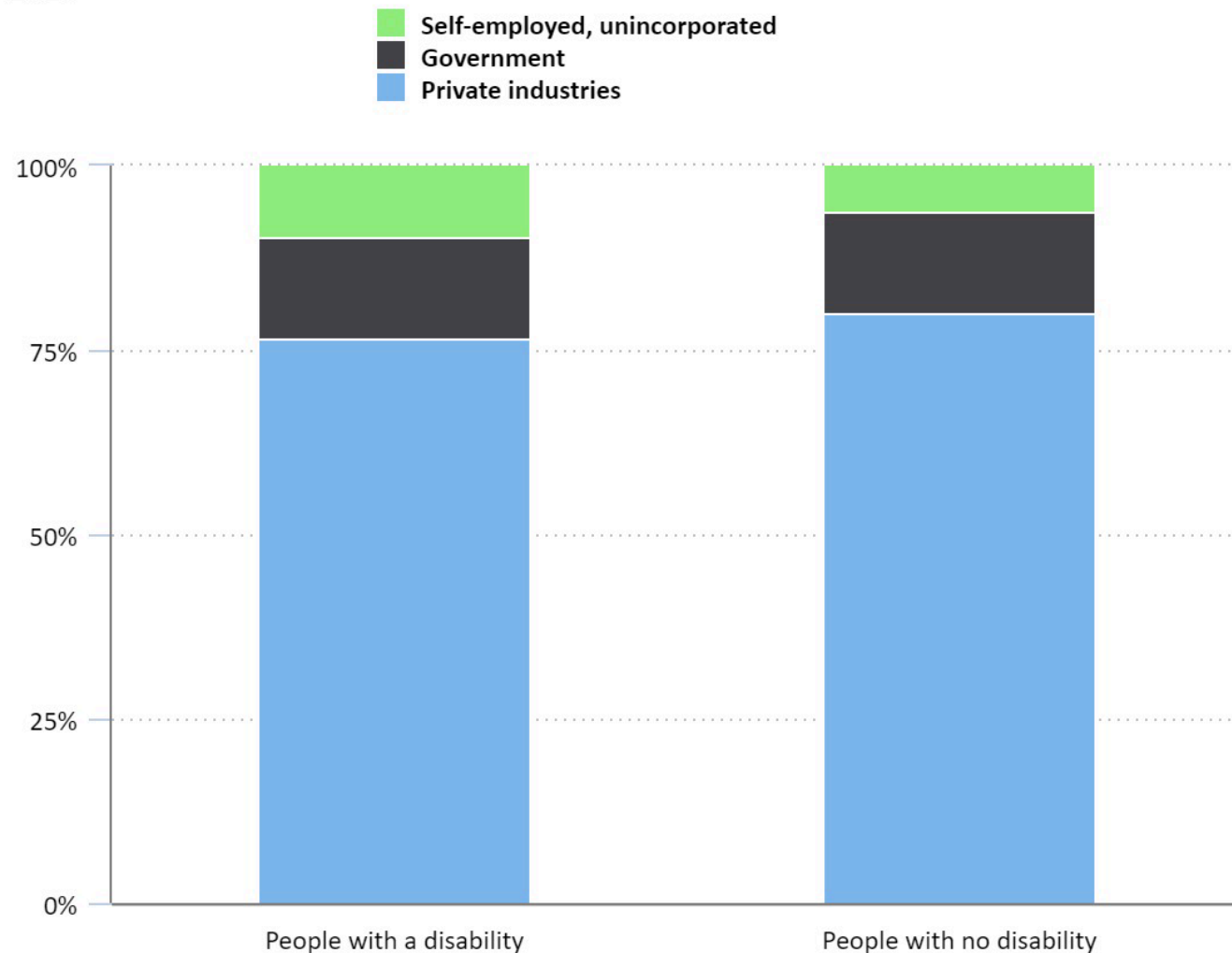
Dorothy Lovelace
Workforce Development Associate



- **Workforce Innovation and Opportunity Act of 2014** - the primary federal workforce development legislation to bring about increased coordination among federal workforce development and related programs.
- **Workforce Investment Act of 1998** – implemented Workforce Investment Boards and One Stop Operators.
- **Job Training and Partnership Act of 1982** - predecessor of the WIA and implemented programs to prepare youth and unskilled adults for work.
- **Comprehensive Employment and Training Act of 1973** - consolidated federal job-training programs and decentralized control of training programs.
- **Rehabilitation Act of 1973** – authorized grants for vocational rehabilitation, supporting employment, independent living, and prohibited discrimination on the basis of disability. (Willowbrook State School scandal 1972)
- **Manpower Development Training Act of 1962** - provided Federal Funding and promoted training or DW, and OJT.
- **Wagner–Peyser Act of 1933** - established a nationwide employment system of public employment offices.

Six Primary Indicators of Performance	Detail
<u>A. Employment Rate - 2nd Quarter After Exit</u>	The percentage of participants who are in unsubsidized employment during the second quarter after exit from the program (for title I Youth, the indicator is the percentage of participants in education or training activities, or in unsubsidized employment during the second quarter after exit)
<u>B. Employment Rate - 4th Quarter After Exit</u>	The percentage of participants who are in unsubsidized employment during the fourth quarter after exit from the program (for title I Youth, the indicator is the percentage of participants in education or training activities, or in unsubsidized employment during the fourth quarter after exit)
<u>C. Median Earnings - 2nd Quarter After Exit</u>	The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program
<u>D. Credential Attainment</u>	The percentage of those participants enrolled in an education or training program (excluding those in on-the-job training (OJT) and customized training) who attain a recognized postsecondary credential or a secondary school diploma, or its recognized equivalent, during participation in or within one year after exit from the program. A participant who has attained a secondary school diploma or its recognized equivalent is included in the percentage of participants who have attained a secondary school diploma or its recognized equivalent only if the participant also is employed or is enrolled in an education or training program leading to a recognized postsecondary credential within one year after exit from the program
<u>E. Measurable Skill Gains</u>	The percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains, defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment.
<u>F. Effectiveness in Serving Employers</u>	WIOA sec. 116(b)(2)(A)(i)(VI) requires the Department of Labor and the Department of Education to jointly establish a primary indicator of performance for effectiveness in serving employers. The Departments are currently piloting three approaches designed to gauge the critical workforce needs of the business community. <ul style="list-style-type: none"> •Approach 1 - Retention with the same employer - addresses the programs' efforts to provide employers with skilled workers; •Approach 2 - Repeat Business Customers - addresses the programs' efforts to provide quality engagement and services to employers and sectors and establish productive relationships with employers and sectors over extended periods of time; and •Approach 3 - Employer Penetration Rate - addresses the programs' efforts to provide quality engagement and services to all employers and sectors within a State and local economy.

Percent distribution of employed by disability status and class of worker, 2021



A larger share of workers with a disability were self-employed in 2021 than were those with no disability (9.6 percent versus 6.4 percent).

In contrast, a smaller share of workers with a disability were private wage and salary workers (76.5 percent) than were those without a disability (80.0 percent).

The proportion employed in government was about the same for people with a disability (13.9 percent) and people without a disability (13.6 percent).

These data are from the Current Population Survey. Data are for people in the civilian noninstitutional population age 16 and older. To learn more, see “Persons with a Disability: Labor Force Characteristics – 2021.”

The Economics Daily, 19.1 percent of people with a disability were employed in 2021 at <https://www.bls.gov/opub/ted/2022/19-1-percent-of-people-with-a-disability-were-employed-in-2021.htm>

Click legend items to change data display. Hover over chart to view data.
Source: U.S. Bureau of Labor Statistics.



Persons with a Disability

Time Period	Jun 22		2021		12m MA	
	16-64	16+	16-64	16+	16-64	16+
Labor Force Participation Rate	38.1%	23.1%	35.1%	21.3%	36.9%	22.6%
Employment-Population Ratio	34.9%	21.2%	31.4%	19.1%	33.4%	20.6%
Unemployment Rate	8.4%	8.2%	10.8%	10.1%	9.5%	8.9%

Persons without a Disability

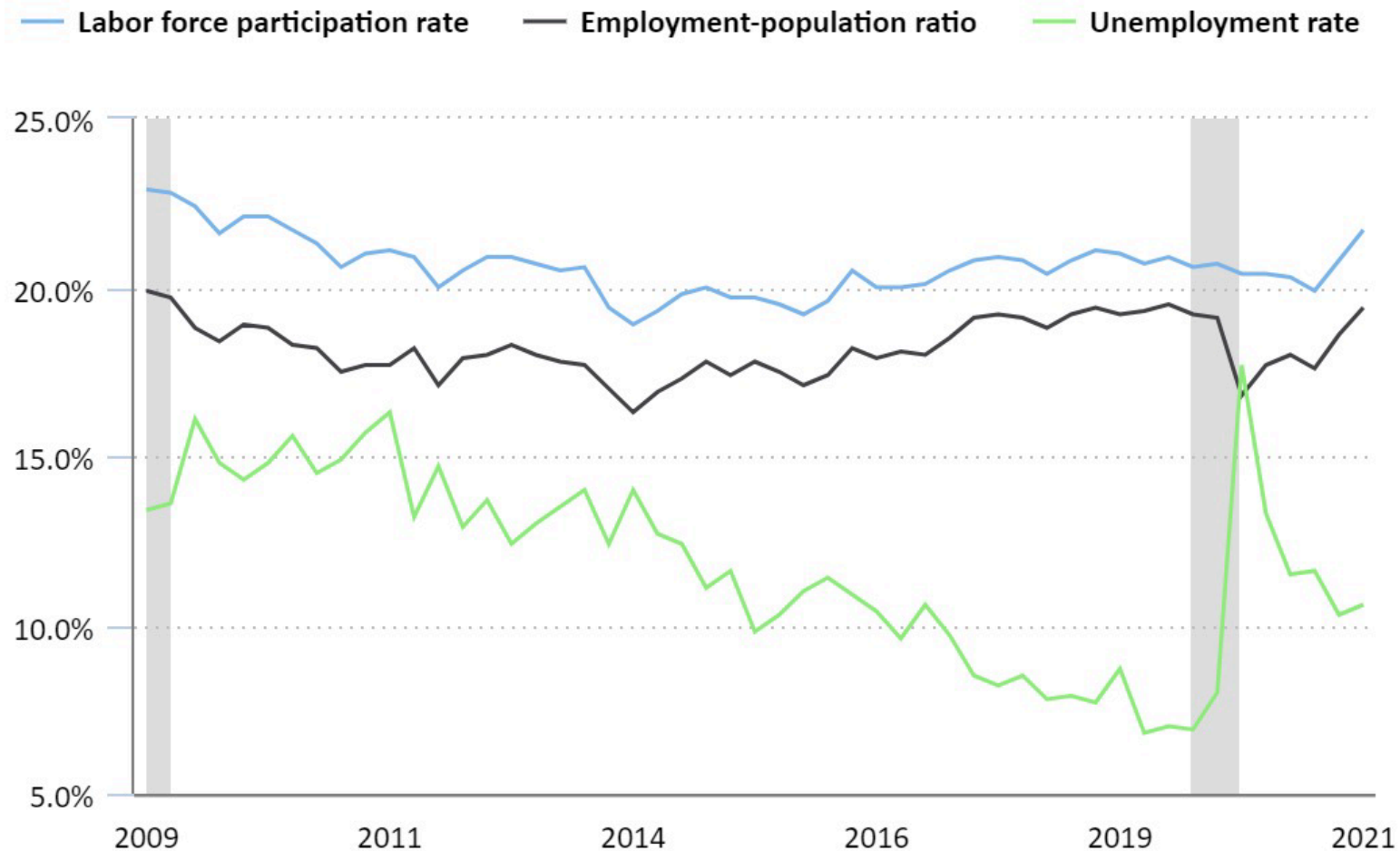
Time Period	Jun 22		2021		12m MA	
	16-64	16+	16-64	16+	16-64	16+
Labor Force Participation Rate	77.6%	68.2%	76.5%	67.1%	76.9%	67.5%
Employment-Population Ratio	74.8%	65.7%	72.5%	63.7%	73.8%	64.8%
Unemployment Rate	3.7%	3.6%	5.2%	5.1%	4.0%	4.0%

Source: Current Population Survey, Bureau of Labor Statistics

Definitions:

- Labor Force Participation Rate: Equal to the labor force (sum of employed and unemployed) divided by the entire population (civilian, non-institutionalized).
- Employment-Population Ratio: Equal to the employed divided by the entire population (civilian, non-institutionalized).
- Unemployment Rate: Equal to the unemployed divided by the labor force (sum of employed and unemployed).

Selected labor force indicators for people with a disability, 2009–2021 quarterly averages



The labor force participation rate and employment-population ratio for people with a disability have increased in 2021. In the third quarter of 2021, the labor force participation rate was 21.7 percent, the highest rate since 2010. The employment-population ratio, at 19.4 percent in the third quarter of 2021, nearly returned to a pre-pandemic level.

Bureau of Labor Statistics, U.S. Department of Labor, <https://www.bls.gov/spotlight/2021/labor-market-characteristics-of-people-with-a-disability/home.htm>

Click legend items to change data display. Hover over chart to view data.
Shaded areas represent recessions as determined by the National Bureau of Economic Research.
Source: U.S. Bureau of Labor Statistics.



2021 Annual Labor Force Statistics by Disability Status and Race/Ethnicity

Persons with a Disability, Aged 16-64, 2021

	Hispanic	White	Black	Asian	Other	Total
Labor Force Participation Rate	36.5%	36.9%	26.0%	36.4%	38.0%	35.2%
Employment-Population Ratio	31.4%	33.5%	22.1%	32.8%	33.2%	31.4%
Unemployment Rate	13.9%	9.2%	15.2%	9.9%	12.8%	10.8%

Source: Current Population Survey, Bureau of Labor Statistics

Notes: The category labelled "Other" combines the three categories of American Indian and Alaska Native, Hawaiian and Pacific Islander, and multiple races; all categories after Hispanic are limited to non-Hispanics.

In 2021, persons with a disability accounted for 11.9 percent of the civilian noninstitutional population. Persons with a disability tend to be older than persons with no disability, reflecting the increased incidence of disability with age. In 2021, half of persons with a disability were age 65 and over, compared with 18 percent of those with no disability.

Persons with a disability were less likely to have completed a bachelor's degree and higher than those with no disability. Among both groups, those who had attained higher levels of education were more likely to be employed than those who had attained less education. Across all levels of education in 2021, persons with a disability were much less likely to be employed than were their counterparts with no disability.

In 2021, persons with a disability were more likely to work in **service occupations** than those with no disability (18.2 percent, compared with 15.9 percent). Workers with a disability were also more likely than those with no disability to work in **production, transportation, and material moving occupations** (14.6 percent, compared with 12.6 percent) and **sales and office occupations** (21.4 percent, compared with 19.7 percent).

Persons with a disability were less likely to work in management, professional, and related occupations than those without a disability (36.5 percent, compared with 42.7 percent).

For persons with and without a disability, the vast majority of those not in the labor force reported that they do not want a job. In 2021, 3 percent of those with a disability and 7 percent of those without a disability wanted a job.

Table 5. Persons not in the labor force by disability status, age, and sex, 2021 annual averages
[Numbers in thousands]

Category	Total, 16 years and over	16 to 64 years			Total, 65 years and over
		Total	Men	Women	
PERSONS WITH A DISABILITY					
Total not in the labor force.....	24,465	10,108	4,890	5,218	14,357
Persons who currently want a job.....	735	510	257	253	225
Marginally attached to the labor force ¹	194	157	88	68	37
Discouraged workers ²	44	36	23	13	8
Other persons marginally attached to the labor force ³	150	120	65	55	30
PERSONS WITH NO DISABILITY					
Total not in the labor force.....	75,776	44,542	16,705	27,837	31,234
Persons who currently want a job.....	5,594	4,960	2,323	2,637	635
Marginally attached to the labor force ¹	1,588	1,470	785	685	118
Discouraged workers ²	466	424	264	161	42
Other persons marginally attached to the labor force ³	1,122	1,046	522	524	76

¹ Data refer to persons who want a job, have searched for work during the prior 12 months, and were available to take a job during the reference week, but had not looked for work in the past 4 weeks.

² Includes those who did not actively look for work in the prior 4 weeks for reasons such as thinks no work available, could not find work, lacks schooling or training, employer thinks too young or old, and other types of discrimination.

³ Includes those who did not actively look for work in the prior 4 weeks for such reasons as school or family responsibilities, ill health, and transportation problems, as well as a number for whom reason for nonparticipation was not determined.

Among those who do want a job, a subset are classified as marginally attached to the labor force. These individuals wanted and were available to work and had looked for a job sometime in the prior 12 months. They were not counted as unemployed because they had not searched for work in the 4 weeks preceding the survey. (Persons marginally attached to the labor force include discouraged workers.) Less than 1 percent of persons with a disability and about 2 percent of persons without a disability were marginally attached to the labor force in 2021.

Labor Force Statistics from the Current Population Survey

Labor force status: Civilian labor force participation rate
Type of data: Percent or rate
Age: 16 years and over
Years: 2012 to 2022

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2012	20.0	19.9	20.1	20.3	20.7	20.5	20.7	20.9	21.1	21.5	20.7	20.5
2013	20.8	20.7	20.7	20.7	20.7	20.2	20.3	20.5	20.9	20.0	19.6	18.7
2014	18.2	19.1	19.5	19.1	19.5	19.3	19.4	19.8	20.1	20.0	19.7	20.3
2015	19.6	19.8	19.8	19.3	19.8	20.0	19.8	19.5	19.1	19.4	19.2	19.2
2016	19.5	19.5	19.9	20.4	20.5	20.6	20.4	19.8	19.8	20.0	20.0	20.1
2017	19.5	20.4	20.4	20.1	20.6	20.7	20.8	20.5	21.2	21.0	20.8	20.9
2018	20.4	20.7	21.5	20.9	20.1	20.2	20.2	20.8	21.4	21.5	21.1	20.7
2019	20.5	20.9	21.5	20.7	20.6	20.9	20.8	21.3	20.6	20.6	20.7	20.5
2020	20.4	20.7	21.0	19.8	20.4	21.0	20.2	20.6	20.3	20.6	20.4	20.0
2021	19.6	19.9	20.2	20.3	20.6	21.3	21.3	21.6	22.3	22.4	23.3	22.3
2022	22.8	22.6	23.1	23.1	22.9	23.1						

Tompkins County, New York

Population Estimate 2020	105,162
Persons with a disability under 65 years of age (2016-2020).....	7.3% (7,676)

<https://www.census.gov/quickfacts/tompkinscountynewyork>.

Office of Employment and Training

Active Participants Program Year 2021.....	148
Persons with a disability Program Year 2021.....	40% (59)

<https://www.census.gov/quickfacts/tompkinscountynewyork>

Current Issues in Tompkins County

- Affordable housing
- Accessible transportation
- Availability of service providers and health services
- Coordination of services



Workforce Development Board

