

Governor Disability Employment TF

Promoting "Ticket to Work"

June 12, 2014

AWB

Overview

- How does DVR fit into the picture?
 - DVR is not an employment vessel but DVR tracks employees, their wages and reimburses case costs.
 - Serves about 13,000-14,000/year ... can't meet the entire demand so this "partnership plus" arrangement will allow DVR to partner with employment networks. DVR does the up-front work
- AWB as an important resource
 - Have spent the last two years putting this all in place ... getting accepted as an employment network with social security, etc. On the cusp and ready to go ... excited to come back in a year and talk about results
 - Scalability with AWB to respond to various levels of employers
 - Emphasis on smaller employers (because big already meeting quotas)
- Communication/Marketing Strategies
 - With business community
 - With employees
 - With state agencies
- "Social" barriers: "Power to employ" rests with the employer - Need strong ethic of care.
 - Rehabilitation act in 1990s
 - Return to work coordinators ... they are key to getting people into work pipeline
- Where does "cultural" change start?
- Incentives
 - Awards
 - Veteran recruitment
- Best practices: avoiding redundancy /don't reinvent the wheel
 - State workforce development is currently auditing their process
- Involving county governments in process
- Leadership prioritizing –the culture will not change until all state leadership embraces and makes this a priority
 - Governor Lowry as an example
- Keep it simple (especially for small businesses who do not have a lot of resources) – single point of contact
 - Capitalizing on embedded resources
- Worksource
 - Goal: Allow individuals to access worksource immediately through ticket-to-work – get DVR out of the middle and allow worksource to partner with businesses
- Newer program – welcome ideas for expansion
- DVR dedicating a new FTE to ticket-to-work – will be a huge help

Issues/Risks

- Motivating employees: How do we motivate/encourage/support folks and convince them they don't need to live in poverty the rest of their lives?
- "Money" as an issue
 - What is the incentive? Not "big" dollars to employers
 - Is this a misunderstanding?
 - How do you work around?
- Another "government" mandate and/or program
 - Businesses growing tired of programs like these? A lot of work for not a lot of return?
- Infrastructure
 - Business community, state agencies and people – once up and running how will we ensure there is infrastructure in place to support?
- Lack of education around ticket-to-work: Most employers don't know this program exists
 - Marketing as a means to get word out
 - AWB as a promoter
- Full-time vs. part-time employment
 - Losing SSI, Disability Insurance, etc.
- What is no one wants to participate?
 - Implementing a program that is dependent on the interests of two different interests (job seekers and employers) is a risk ... we think we are offering something that will change this, but no way to predict until we try
 - Possibility of failure is high, but success is also high and if it does succeed the benefits are paramount
- Employers having bad experiences hiring someone with a disability
- Those who do not qualify for ticket-to-work, but have disabilities that limit their employment prospects
- Larger issue of negative mentality of employing individuals with disabilities.

Who is missing from table?

- Ed sector – CTC, workforce board
- Some biz sector
- Veterans
- Marketing folks to help with strategy (could big biz help? Microsoft, etc)
- Small biz sector – the large biz have the \$\$ for accommodation services, but small do not