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Project 10 Topical Briefs are published on a monthly basis. Each issue focuses on a specific topic or theme. This month the *Topical Brief* is focused on the **Labor Market**



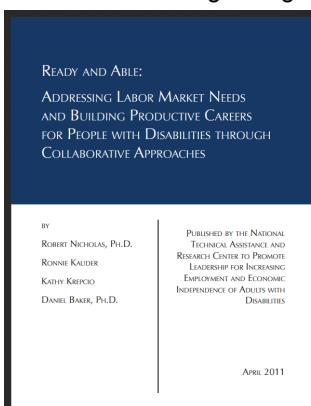
Ready and Able: Addressing Labor Market Needs and Building Productive Careers through Collaborative Approaches (2011)

<http://www.dol.gov/odep/categories/workforce/ReadyAble/ReadyAble.pdf>

People with disabilities can work and want to work. Given the growing body of evidence that demonstrates that workers with disabilities meet or exceed the job performance of co-workers without disabilities, the continuing high unemployment rate and low labor force participation rate of people with disabilities deprive the nation of a valuable pool of talent. Increasing the employment of people with disabilities produces significant benefits to the economy, the nation and people with disabilities themselves.

The National Technical Assistance and Research Center to Promote Leadership for Increasing Employment and Economic Independence of Adults with Disabilities

(NTAR Leadership Center) at Rutgers University chose to address this issue by conducting research on employer and market driven initiatives to recruit, hire, train and retain people with disabilities. Using a case study approach, NTAR Leadership Center researchers selected 13 diverse examples of partnerships between employers and trusted workforce intermediaries from around the nation with a track record of helping employers recruit, hire, train, and retain employees with disabilities. Over the course of six months, researchers conducted in-depth research and interviewed and visited leaders and practitioners at the heart of these business-public collaborations. The goal of this research was to identify successful elements of these strategies and offer lessons that can be learned by employers and employer organizations, workforce development and disability service organizations, and federal, state and local policymakers.



Economic Picture of the Disability Community Project; Key Points on Disability and Occupational Projection Tables

<http://www.dol.gov/odep/pdf/20141022-KeyPoints.pdf>

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National Minority Mental Health Month

<http://www.nami.org/nmmham>

One in five people live with a mental health condition. In 2008, the U.S. House of Representatives designated July as Bebe Moore Campbell National Minority Mental Health Awareness Month in honor of the leading African American novelist and journalist, who was also a voice for individuals and families affected by mental illness. National Alliance on Mental Illness (NAMI) features an activity planning information guide as well as posters, videos and other resources related to awareness.

Expect.Employ.Empower. with Data

<http://blog.dol.gov/2014/10/22/expect-employ-empower-with-data/>

This October 2014 blog post recognizes the significant contributions people with disabilities make in the workforce, in the workplace and includes informational graphs and statistics.

Employment First



<http://www.employmentfirstfl.org/>

Florida became an Employment First state by Executive Order in October, 2013. Employment First is both a philosophy and policy. It means

This project is a joint initiative between Department of Labor's (DOL) Office of Disability Employment Policy (ODEP), Employment and Training Administration, Chief Economist, Office of the Secretary, and the White House Council of Economic Advisors (CEA). This document outlines the key points from the CEA analysis, which are:

1. Employment levels of people with disabilities are low and those who are employed tend to be in low-paying occupations.
2. People with disabilities are somewhat overrepresented in slower-growing occupations, which lowers their projected employment growth rate through 2022 assuming disability prevalence by occupation stays constant.
3. There is substantial potential for job growth among people with disabilities in well-paying occupations over the coming decade.

Workforce Recruitment Program



<https://wrp.gov/LoginPre.do?method=login>

The Workforce Recruitment Program (WRP) is a recruitment and referral program that connects federal and private sector employers nationwide with highly motivated college students and recent graduates with disabilities who are eager to prove their abilities in the workplace through summer or permanent jobs.

Just Released: Scope and Sequence for Self-Determination Course

http://www.project10.info/files/7963140_SelfDetermination_v5.21.15.pdf

The purpose of this scope and sequence is to support teachers implementing Self-Determination (Course Number 7963140), which includes activities and resources.

Labor Market Resources

Agency for Persons with Disabilities (APD), Supported Employment

<http://apdcares.org/customers/supported-employment/>

This website features information on Florida Abilities Work, Employment Enhance Project (EEP), Employment Stability Plan (ESP), a marketing toolkit for employers and success stories, among others.

America's Career OneStop, Career Videos

http://acinet.org/acinet/videos/COS_videos_by_cluster.asp?id=27.&nodeid=28

This website contains videos of hundreds of careers organized by the U.S. Department of Education's 16 career clusters.

America's Career Resource Network

<http://www2.ed.gov/about/offices/list/ovae/pi/cte/acrn.html>

This network provides career planning resources for educators, students and parents.

Employment First Florida

<http://www.employmentfirstfl.org>

This website features information about how the state of Florida is helping people find good jobs in their communities.

Florida Abilities Work

<https://abilitieswork.employflorida.com/vosnet/Default.aspx>

The Florida Abilities Work portal in the Employ Florida Marketplace is designed to meet the needs of Florida employers looking to hire qualified job seekers with disabilities and the job seekers who are trying to find that next great job. You can find information to help match employers with job seekers who have a disability, as well as resources for support services.

Job Accommodation Network

<http://askjan.org/index.html>

JAN provides resources for workplace productivity enhancements and reasonable accommodation solutions, including a searchable accommodations database and individual technical assistance services.

that employment is the first option for all individuals, including those with significant disabilities.

Abilities Work



<https://abilitieswork.employflorida.com/vosnet/Default.aspx>

Florida's Employment First Initiative has developed the Florida Abilities Work Web Portal and Help Desk to help employers find qualified candidates with disabilities who are ready and able to work in their communities, and provide them with information that would help with their hiring decisions. The web portal offers employment information for both employers and job seekers.

- Abilities Work Flyer:
http://www.project10.info/files/Abilities_Work_One-Pager_Color2.pdf
- Abilities Work Memo:
http://www.project10.info/files/MEMORANDUM_AbilitiesWork_Draft_2_6_14_Revised.docx

Lead Center

<http://www.leadcenter.org/>

The LEAD Center is a collaborative of disability, workforce and economic empowerment organizations dedicated to a single mission: advancing sustainable individual and systems level change to improve competitive, integrated employment and economic self-sufficiency for all people across the spectrum of disability.

MyCareerShines

<https://www.flvc.org/partner-portal/education-and-career-planning-tool-implementation>

This new online planning tool is called MyCareerShines and will be implemented in phases beginning in the 2015-2016 school year. With MyCareerShines, Floridians will be able to explore careers, identify personal preferences for future employment, and learn about the educational requirements for specific professions. The new planning tools will replace Florida CHOICES, which was discontinued in June 2015.

National Collaborative on Workforce and Disability, Guideposts for Success

<http://www.ncwd-youth.info/guideposts>

The Guideposts help steer families, institutions and youth through the transition process, including on topics such as career preparation and work-based learning experiences as well as school-based preparatory experiences, among others.

Occupational Outlook Handbook

<http://www.bls.gov/ooh/>

This website from the Bureau of Labor Statistics (BLS) in the U.S. Department of Labor contains information on a wide variety of occupations, including their type, environment, necessary preparation and qualifications, salaries and employment outlook.

Project 10 Online Training

<http://project10.info/On-LineTraining.php?PageCategory=On-line%20Training>

This page provides information and links to training in Project 10's Secondary Transition Online Module series as well as online modules from Project 10's partners. The modules are designed for new teachers or those who need a refresher in selected secondary transition requirements and effective practices. The modules may also be used by other stakeholders who desire to expand their knowledge of Florida's secondary transition requirements and related practices.

Project 10's Resources on the Employment of Students with Disabilities for School Professionals

<http://project10.info/Employment.php>

This section of the Project 10 website provides information and resources for school professionals, students, and families, on the following stages of secondary and postsecondary employment:

- **Job Searching/Job Developing** - Resources for students who are looking for employment, educators who develop jobs, and family members who provide support.
- **Applying for a Job** - Resources for students who are ready to apply for a job opening as well as for educators and family members who support them.
- **Disclosing a Disability/Requesting Accommodations** - Resources on disclosing disabilities and requesting accommodations from an employer. If and when to disclose a disability are important, personal choices, sometimes involving complex factors, for which students should be adequately prepared.
- **Accepting a Job Offer/Starting a New Job** - Information for students who are deciding whether to accept a job offer and the educators and families who support them.
- **Benefits Planning for Employment** - Resources and information on benefits planning, the impact of wages on disability benefits, and achieving self-sufficiency. Disability benefits have complex regulations governing their award and administration. It is essential that students and families work with qualified counselors in investigating, applying for, and managing benefits--especially before a student's 18th birthday when benefits change significantly.
- **Keeping a Job** - Information on job retention and career advancement.
- **Employing Youth with Significant Disabilities** - Information on employment options and strategies for students with significant disabilities.
- **Supporting Youth with Disabilities on the Job** - Information on support services and strategies for ensuring that students succeed on the job. Supports may be needed for transportation; assistive technology; tools, uniforms, or other job necessities; alternate formats for work materials; personal finances; career mentoring; and/or transitioning to adult provider systems.

U.S. Department of Labor, Office of Disability Employment Policy (ODEP)

<http://www.dol.gov/odep/>

The ODEP website features disability employment policy resources by topic, including information on accommodations, Employment First, integrated employment, customized employment, disability employment initiatives and more.

U.S. Department of Labor Employment & Training Administration (DOLETA) Job and Career Information

http://www.doleta.gov/jobseekers/career_options.cfm

This free, online career exploration resources include links to Career Voyages, O*Net On-line, CareerOneStop, Career Guide to Industries, Occupational Outlook Quarterly and career videos.



Upcoming Events

2015 Educational Strategies & Student Engagement Institute (ESSEI): Destination Graduation

September 21-23, 2015

Orlando World Center Marriott, Orlando, FL

<http://www.cvent.com/events/2015-educational-strategies-student-engagement-institute/event-summary-ea2e3a00a5b3482c8b6684cd746adfa7.aspx>

The 2015 ESSEI conference unites professionals from various disciplines in support of our commitment to keep students in school, engage them in learning and to ensure that quality programs are available to enrich their learning. This year's 2015 ESSEI Conference is designed to provide an opportunity to delve deeper into the factors that impact students' decisions to dropout, and also provide resources to enrich the capacity of educators and the community in responding to the charge of keeping students in school and helping them graduate and be prepared for life.



Destination Graduation

The 69th Annual Florida Council for Exceptional Children (FCEC) Conference

October 1-3, 2015

Hilton Double Tree, Orlando, FL

<http://www.floridacec.org/>

The Conference will continue the collaborative efforts with school districts, universities, family organizations, and Florida Student CEC. Together we will celebrate our mutual commitment to children and youth with special needs. There will be nine (9) strands highlighted this year while we focus on our practitioners being, THE HEART & SOUL OF SPECIAL EDUCATION. We are encouraging submissions focused on celebrating diversity, effective instructional strategies and the family.



Upcoming Webinars

Navigating the Workplace with Invisible Disabilities

August 19, 2015

5:00pm to 6:00pm

<http://flfcic.fmhi.usf.edu/program-areas/employment.html?tab=4>

This webinar is part of the Florida Center for Inclusive Communities' (FCIC) employment webinar series and serves as a tool to share information and resources for self-advocates, family members and other community partners to make informed choices and decisions about services, supports, policies and best practices to ensure their requests and service provisions are based on individual goals and outcomes.

Coping with the Employment Process: Effective Relaxation and Stress Management Techniques

September 16, 2015

5:00pm to 6:00pm

<http://flfcic.fmhi.usf.edu/program-areas/employment.html?tab=4>

This webinar is part of the Florida Center for Inclusive Communities' (FCIC) employment webinar series and serves as a tool to share information and resources for self-advocates, family members and other community partners to make informed choices and decisions about services, supports, policies and best practices to ensure their requests and service provisions are based on individual goals and outcomes.

The ABLE Act Implementation Tax Advantaged Savings Accounts: New Choices for Families to Create Pathways to a Better Quality of Life

September 24, 2015

1:00pm to 3:00pm

<http://ndi-inc.org/events/?id=106>

This webinar provides an opportunity to learn from thought leaders and ask questions that set the stage for more choices and better decisions about the possibilities for a better quality of life experience and untangle federal policies and learn about new tools and strategies to tap human potential.

Lead Center's Section 188, the Nondiscrimination Provisions of WIOA - Part 4 of a 4-Part Series on WIOA

Thursday, September 24, 2015

3:00pm - 4:30pm

<http://ndi-inc.org/events/?id=103>

This webinar is part 4 of the LEAD Center's four-part webinar series on the Workforce Innovation and Opportunity Act (WIOA).

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About Project 10 Topical Briefs:

Project 10 *Topical Briefs* provide short information summaries and resource links related to secondary transition.

Have a question? Want to find or recommend a resource? Have some great news to share?

Send us an email at
project10@stpete.usf.edu

For back issues of Project 10 Topical Briefs, visit the newsletter page on the Project 10 website at
<http://www.project10.info/Newsletter.php>.

Project 10: Transition Education Network

assists Florida school districts and relevant stakeholders in building capacity to provide secondary transition services to students with disabilities in order to improve their academic success and post-school outcomes.

Project 10: Transition Education Network University of South Florida St. Petersburg

Questions or comments?

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project10@stpete.usf.edu
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