

local area, including the percentage of people who are beneficiaries of Social Security Disability Insurance (SSDI) and/or Social Security Income Program (SSI).

G. Identify the most recent unemployment rate(s) in the workforce investment area(s) covering the project.

H. Describe any significant deficiencies in the State or local workforce investment system that represent barriers to employment for people with disabilities and what will be accomplished under this grant to address them.

I. Identify additional State and/or local funds and resources that will be used to support the overall objectives of the grant and which will assist in addressing the identified issues the grant project is addressing.

J. Recognizing that the One-Stop delivery system may not have extensive knowledge or skills in working with people with disabilities, describe the level of expertise of the One-Stop system in the local area(s) addressed in the grant and the projects plans for addressing inadequacies.

K. Describe the overall status and actions taken to-date by the One-Stop delivery system to address services to people with disabilities. This should include actions that assured that: (1) State and/or local facilities are physically and programmatically accessible; (2) training is provided to staff; (3) the number and percent of people with disabilities receiving services under WIA and Employment Service programs (or Job Training Partnership Act (JTPA) if applicable, during the previous three years compared with that of people without disabilities.

L. Describe how the applicant will increase services, skill training, employment outcomes, job retention and career advancement for persons with disabilities and how it will achieve the GPRA goals identified above.

2. Comprehensive Service Strategy [25 points]

The purpose of the Comprehensive Service Strategy criteria is to identify the approach proposed by the grantee to establish a welcoming and seamless service delivery system for persons with disabilities. In general, this requires extensive linkages and on-site knowledge of applicable resources that address multiple disability issues and barriers to employment that are commonly experienced by persons with disabilities. Disability issues are often very complex and the disability community is very diverse. These factors present significant challenges to

the workforce system in providing first class services to individuals with disabilities. At the same time, the comprehensive nature of the One-Stop Career Center system establishes an infrastructure on the workforce that is uniquely positioned to provide the kind of seamless service delivery that the disability community has long been seeking. A centralized location where information on transportation, housing, Medicare, Medicaid, SSA benefits as well as skill training and employment services can be obtained. The Department will be rating this criteria on the approach proposed by the applicant to address these concerns.

The first item listed below establishes aspects of staff capacity that may be incorporated into the applicant proposal. Please note that applicants are not required to implement Disability Program Navigator positions. However, it has been the experience of many previous Work Incentive Grantees that this kind of staff capacity has been very successful in improving overall services delivery of their One-Stop Career Centers. As with other criteria, the Navigator description provided is neither prescriptive, nor necessarily all inclusive, but establishes examples of the roles and functions of such a position depending upon the needs of the One-Stop and the skills and talents of the individual Navigator.

A. *Staff Capacity—Disability Program Navigator*: Identify how you will ensure that trained staff are available to provide counseling or employment planning support who have adequate knowledge of diverse disabilities. This staff capacity may include knowledge and skills that are very similar to those incorporated in the Disability Program Navigator initiative (joint ETA/SSA initiative identified in Part II, Background). The Disability Program Navigator (“Navigator”) has expertise in and knowledge of a broad range of Federal, State, local, and private work incentive and other employment support programs. The Navigator provides service and information to persons with disabilities, including SSI and SSDI beneficiaries, on how to enter, re-enter, or retain unsubsidized, competitive employment, including SSA work incentives, other employment support programs and the Ticket to Work program. The Navigator also provides information on these resources to other staff and will work directly with people with disabilities to access, facilitate, and “navigate” the complex provisions under various programs, including SSA’s employment support programs. Navigators also develop comparable expertise and provides

training to One-Stop Center staff and other staff on available resources under One-Stop programs, SSA employment support programs and other programs, as well as to individuals with disabilities in order to deliver a comprehensive, seamless delivery of One-Stop services and access to programs that will meet the needs of persons with disabilities in an effective manner. Navigators network and partner with other agencies and organizations such as Benefits Planning, Assistance and Outreach organizations (BPAOs), Protection and Advocacy systems (P&As), Employment Networks (ENs), (including State Vocational Rehabilitation (VR) Agencies), etc. (e.g., SSA FOs, BPAOs, P&As, ENs) to obtain correct information or properly refer individuals with disabilities for additional information and services to assist them transition to careers or maintain current employment. The Navigator may also:

- Provide information on the following programs that support successful entry or re-entry into the workforce: TANF programs and services for people with disabilities, state and local mental health and developmental disability programs and providers, Medicaid and Medicare provisions; state and local housing provisions and supports; transportation subsidies and programs; and other state and/or local services designed to support employment and transition from public benefits to careers.

- Assess, on an ongoing basis, One-Stop Career Center facilities, services, programs and equipment to insure these are accessible to people with disabilities;

- Work with designated Equal Employment Opportunity officer(s), the Local Workforce Investment Board and the One-Stop Operator to ensure that One-Stop Career Center facilities, services, programs and equipment are accessible to people with disabilities, including ensuring the availability of publications and materials in alternate formats; and

- Develop expertise on state of the art rehabilitation technology and local or regional resources that facilitate their application in the One-Stop Center(s) and employer workplace to accommodate diverse functional disabilities.

- Train the One-Stop Career Center Operator and Staff on: disability etiquette; facility, communication and program accessibility requirements; Americans with Disability Act (ADA), Section 504 (Part 32) of the Rehabilitation Act; WIA section 188