



nTIDE Lunch & Learn Webinar Series

Kessler Foundation, AUCD,
University of New Hampshire Institute on Disability
Season 7, Episode 1
Date: January 7, 2022





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Up Front Matters

- This webinar is being recorded. We will post an archive of along side the Monthly nTIDE broadcast on our webinar, each month, on our website at www.researchondisability.org/nTIDE. This site will also provide copies of the presentations, the speakers' bios, full transcripts, and other valuable resources.
- As an attendee of this webinar, you are a viewer. To ask questions of the speakers, click on the Q & A box on your webinar screen and type your questions into the box. Speakers will review these questions and provide answers during the last section of the webinar. Some questions may be answered directly in the Q & A box.



Up Front Matters

- If you have any questions following this recording, please contact us at disability.statistics@unh.edu, or toll free at 866-538-9521 for more information. Thanks for joining us. Enjoy today's webinar!

Welcome

Andrew Houtenville
University of New Hampshire

Just so you know...



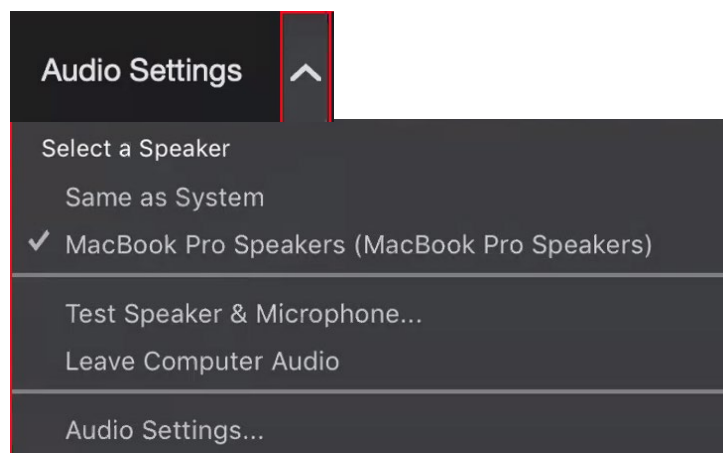
We recently started to include ASL Interpretation to be more accessible.

If you would like to see the gallery of speakers as well as the interpreter, we recommend joining from a computer rather than a phone or tablet.

Zoom Tips

- Zoom Tip #1: Sound

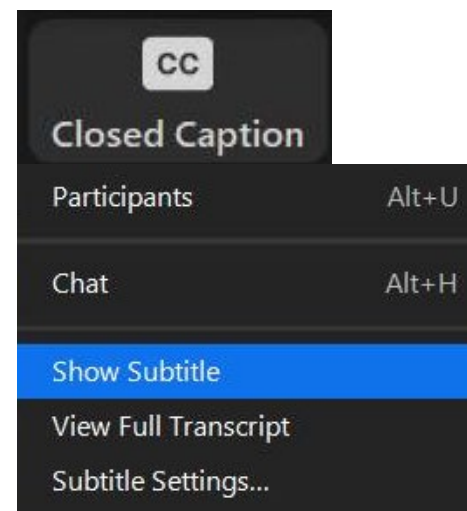
- To select the speaker you want to use for today's webinar, click on the **up arrow** next to **Audio Settings**, and then select one of the options.



Your screen may look a bit different

- Zoom Tip #2: Close Captioning

Click on **Closed Caption**, and then select **Show Subtitle** for subtitles, or select **View Full Transcript** to get a running transcript of the captions.





ADSC & SSCDS 2022



A reminder...

Registration is open for our new *hybrid* [Annual Disability Statistics Conference \(ADSC\)](#)!

- March 10-11, 2022
- Online *and* in person at the Holiday Inn-Capitol in Washington, DC
- Day 1: [State of the Science Conference on Disability Statistics \(SSCDS\)](#)
- Day 2: Updates on the Disability Compendium and Annual Report

<https://www.researchondisability.org/annual-event>

About nTIDE Lunch & Learn

- Occurs at noon Eastern-time on the first Friday day of each month, with the release of the nTIDE Report.
- A joint effort of the University of New Hampshire, Kessler Foundation, and the Association of University Centers on Disabilities (AUCD).

Today's Program

- Part 1: nTIDE Report ... “The Numbers”
 - John O’Neill, Kessler Foundation
 - Andrew Houtenville, University of New Hampshire
- Part 2: nTIDE News
 - Denise Rozell, Association of University Centers on Disabilities (AUCD)
- Part 3: Guest Speaker
 - Steve Allen, PolicyWorks
- Part 4: Q&A

Part 1: The nTIDE Report

John O'Neill
Kessler Foundation

The Monthly nTIDE Report

- The monthly nTIDE Report is a press release and infographic, looking at the latest employment statistics.
- Uses data from the “jobs report” released by the U.S. Bureau of Labor Statistics, on the 1st Friday of each month.

Source of the Data

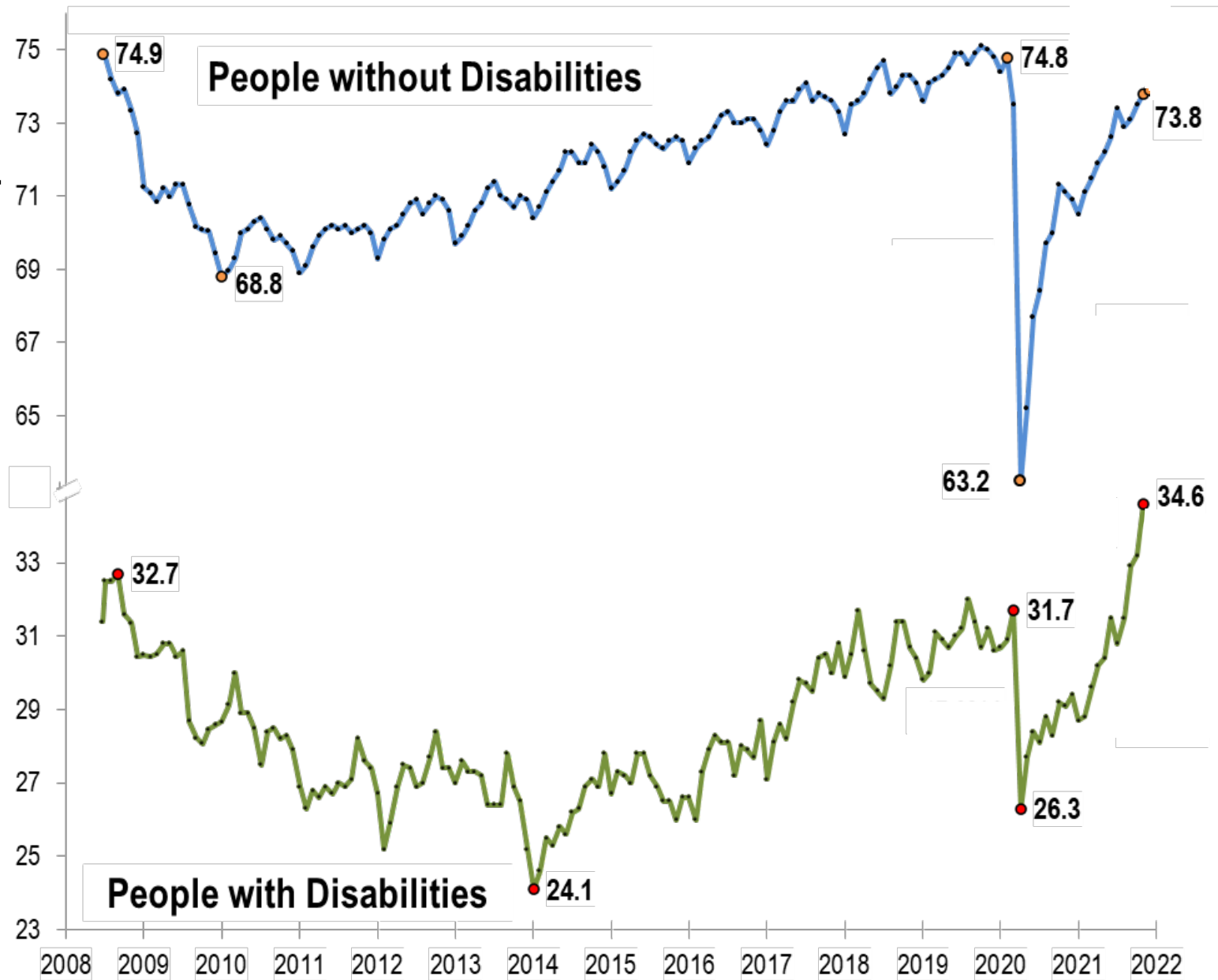
- U.S. BLS, Current Population Survey (CPS).
 - Source of the “official” unemployment rate.
- Civilians, ages 16-64, not living in institutions.
- Available September 2008 onward.
- Not yet seasonally adjusted.
 - which is why we compare to the same month last year.

The Numbers

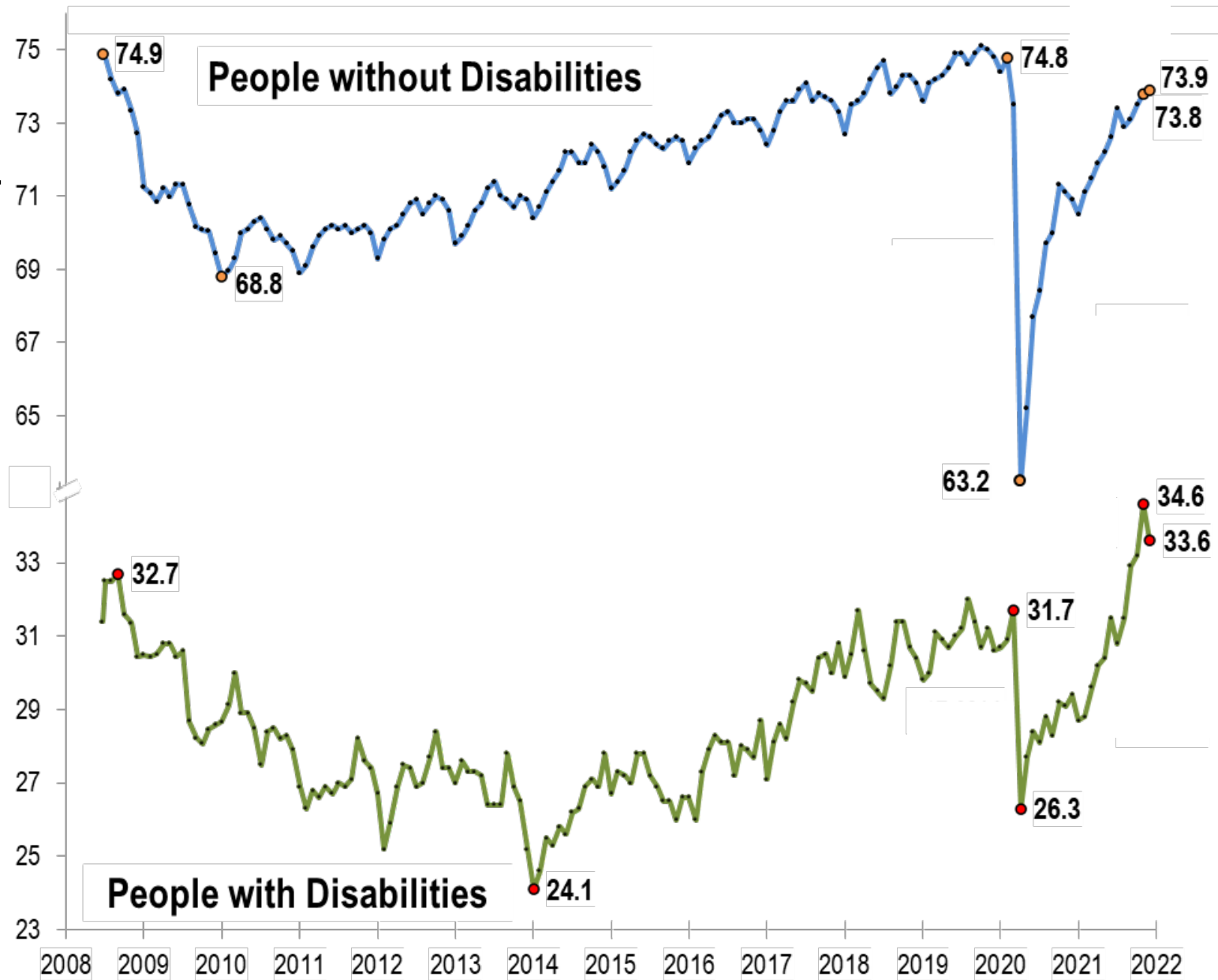
Andrew Houtenville
University of New Hampshire

Employment -to- Population Ratio

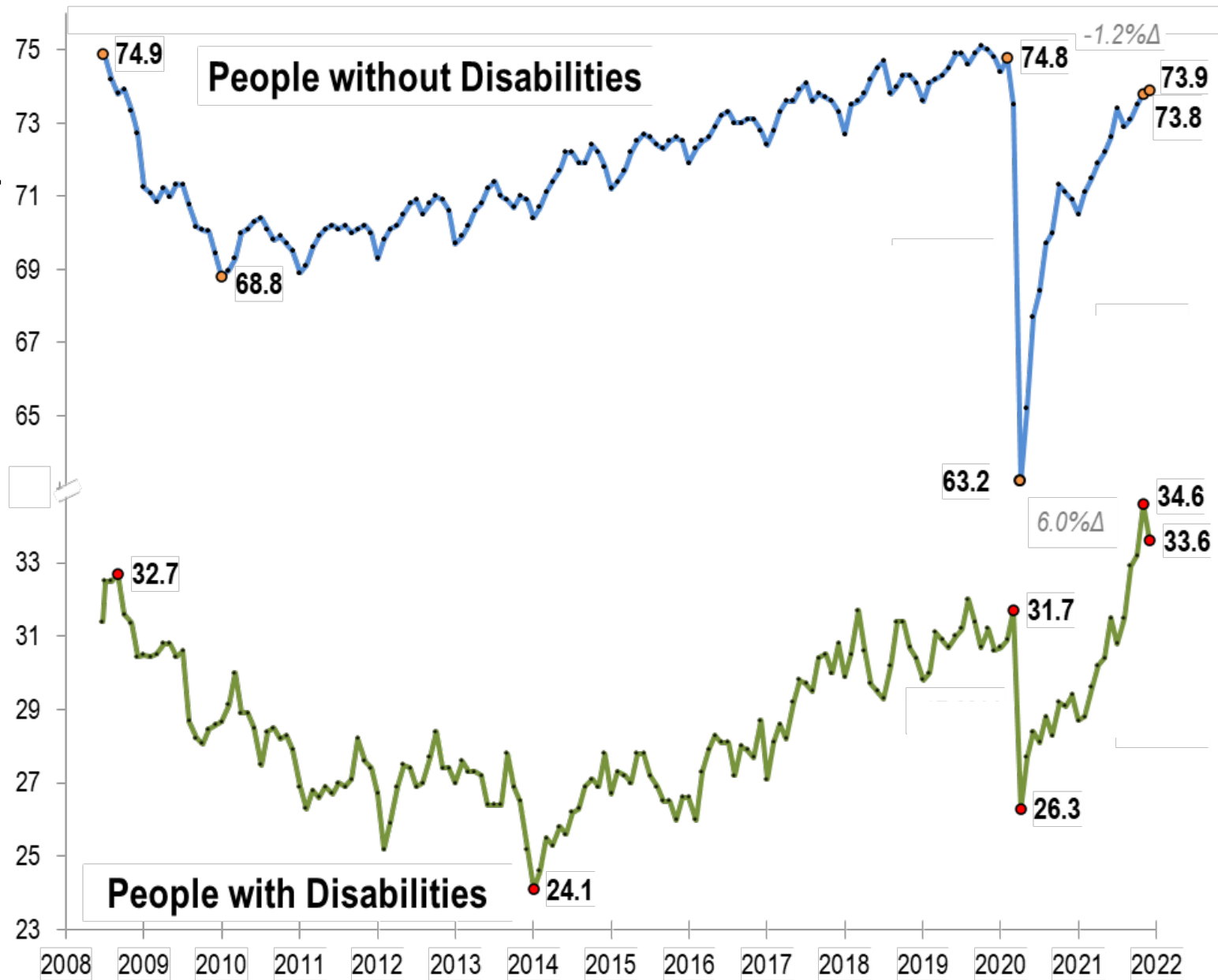
Employment -to- Population Ratio



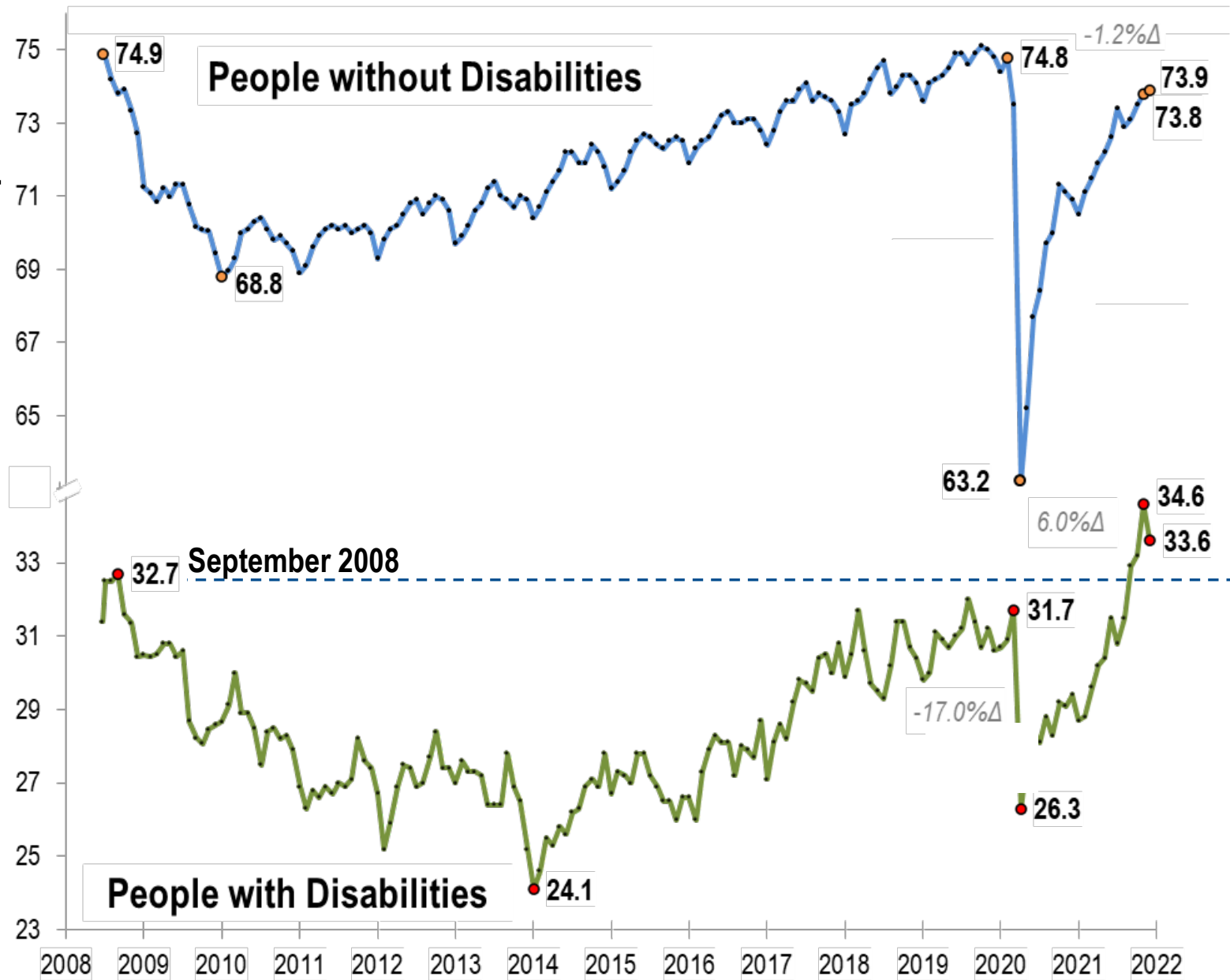
Employment -to- Population Ratio



Employment -to- Population Ratio

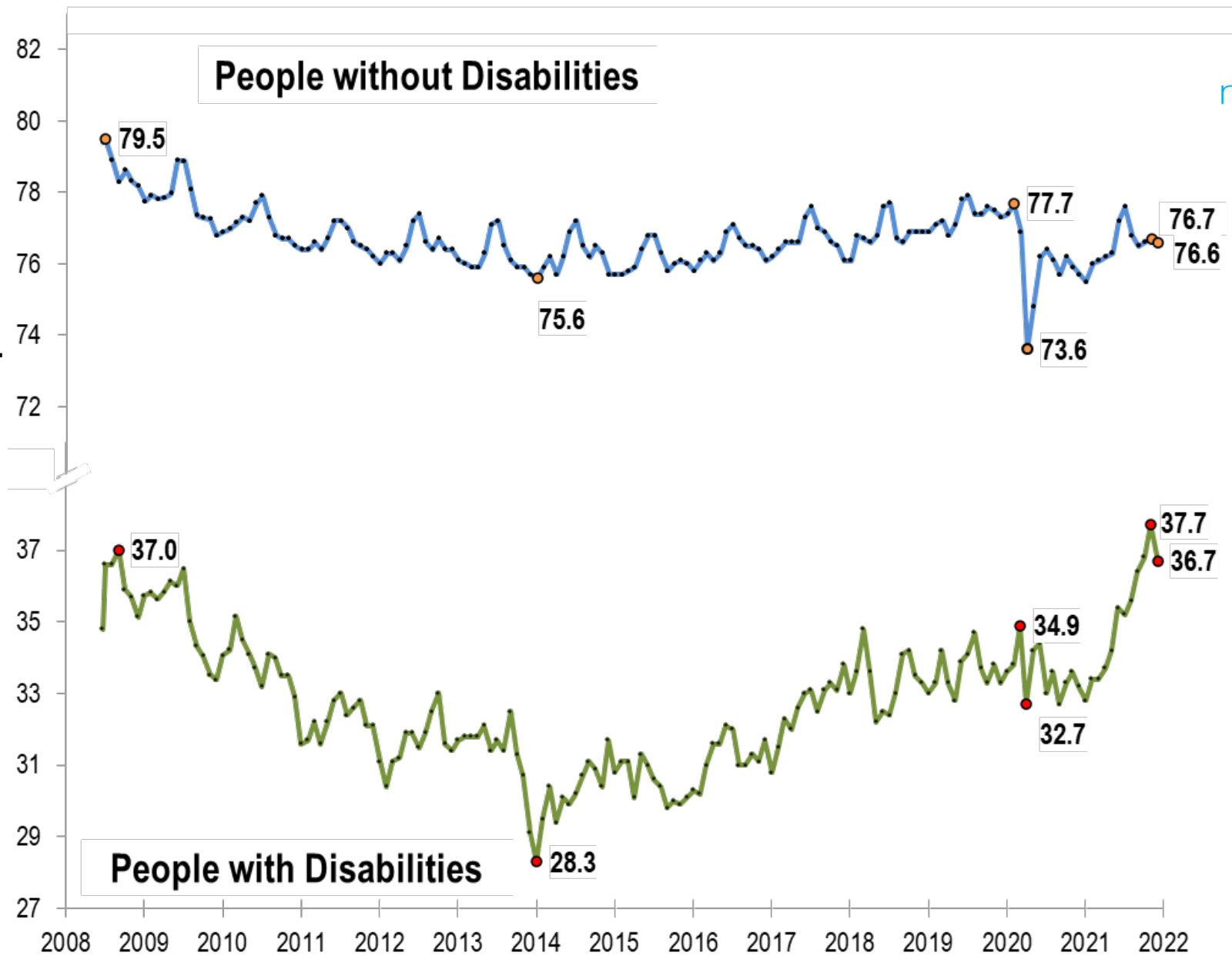


Employment -to- Population Ratio

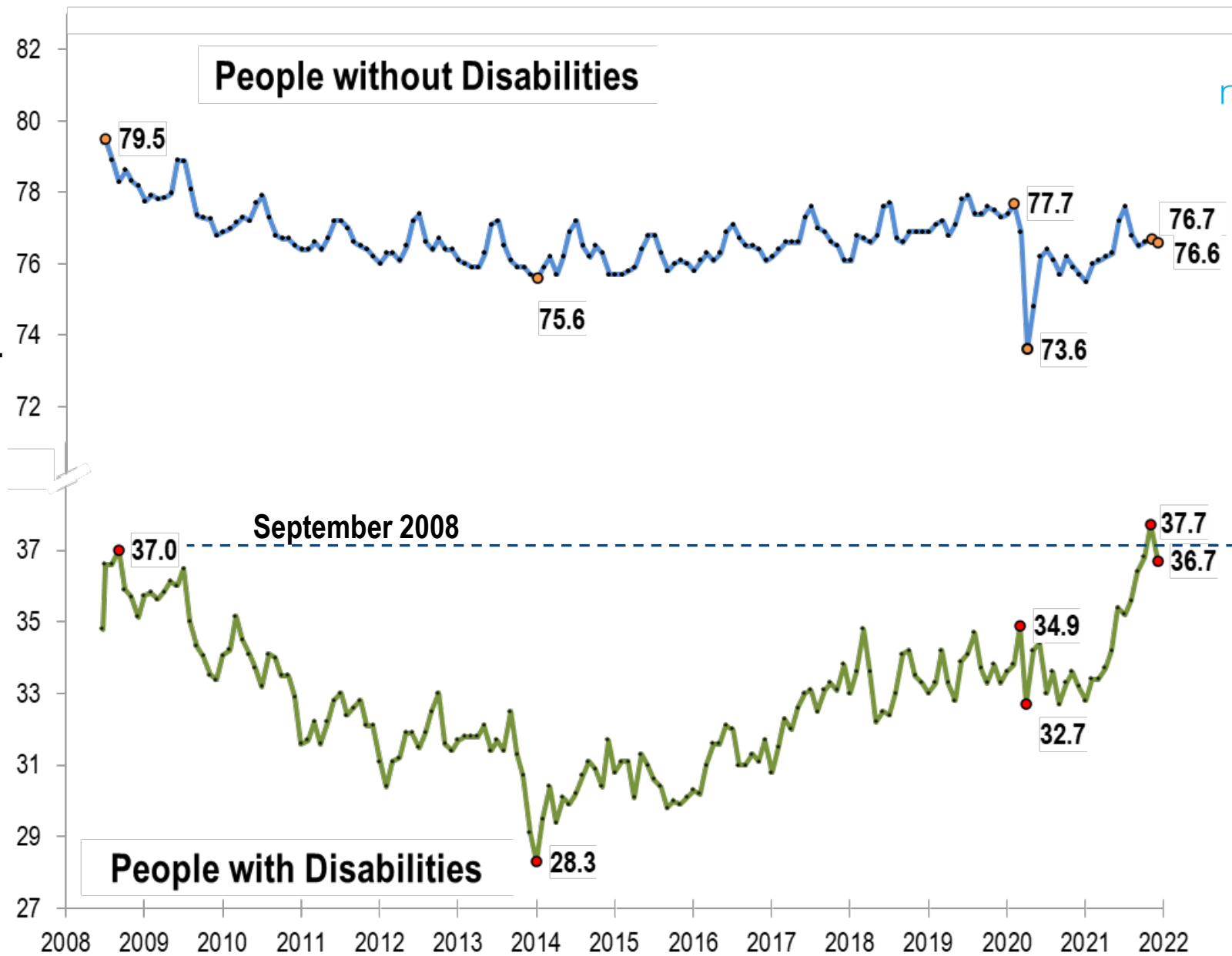


Labor Force Participation Rate

Labor Force Participation Rate



Labor Force Participation Rate



Part 2 nTIDE News

Denise Rozell
Association of University Centers on Disabilities
(AUCD)

Federal Policy Update (Ground Hog Day??)



- Budget Reconciliation – Build Back Better (BBB)
 - HCBS funding – \$150 billion
 - Workforce - \$270 million to transform from 14(c)
 - \$1 billion DSP Workforce
- Continuing resolution...February 18!
- Transformation to Competitive Integrated Employment Act
 - S. 3238 – Sen. Bob Casey (D-PA) Sen. Steve Daines (R-MT); H.R. 2373 – Rep. Bobby Scott D-VA))
- Social Security Administration/IRS increases ABLE limits
 - First increase since 2018; from \$15,000 to \$16,000
 - \$1 billion in ABLE Accounts

ODEP at 20: Driving Change through...

- Office of Disability Employment Policy (ODEP)
- Blog! By Taryn Williams, Assistant Secretary of Labor for Disability Employment Policy
 - Disability-inclusive pandemic recovery;
 - President Biden's [Executive Order 13985 "Advancing Racial Equity and Support for Underserved Communities Through the Federal Government"](#)
 - Advancing competitive integrated employment, including [investments to expand competitive integrated employment for workers with disabilities](#)
 - Helping [youth with disabilities prepare for and succeed in employment](#) in the post-pandemic era

Toolkit: Mayors as a Driving Force!

- [Providing Effective Workforce Development Services to Individuals with Disabilities in a Limited Resource Environment](#)
- US Conference of Mayors, Workforce Development Council and State Exchange on Employment and Disability (SEED), October 2021
 - Assessing community needs
 - Active and thoughtful leadership
 - Catalyst for positive change
- Inclusive resources, examples of tools and programs, how they found the funding
- Includes city disability commissions and councils, city wide initiatives

Equity, Diversity, & Inclusion: American Indian Culture



- ACL funded: Mental Health and Developmental Disabilities National Training Center (MHDD-NTC)
- ["An American Indian/Alaska Native Perspective on Mental Health, Disability, and a Greater Understanding of Native Culture"](#) Presented live on 10/28/21
- Fact Sheet:
 - [Considerations for Improving Services for Native American/American Indian Individuals with Disabilities and Mental Health Concerns](#)
 - [Plain Language Summary: Considerations for Improving Services for Native American/American Indian Individuals with Disabilities and Mental Health Concerns](#)
- [Digital Storytelling Episode](#) Eileen's story

Mental Health and Employment

- [REAL Transition Partners](#): managed by SPAN Parent Advocacy Network (NJ), Federation for Children with Special Needs (MA), and New York State Transition Partners (INCLUDEnyc, Parent Network of WNY, Starbridge).
- [Webinar/fact sheet](#)
 - One page fact sheet – for use by everyone!
 - Creating a culture of wellness; Common pitfalls in employment; pitfalls in job interviews; pitfalls on the job

Webinar: Employment First!

- [Employment First 2.0: Developing a Foundation for Excelling Systems Change Efforts through Legislative Action](#)
 - How Able South Carolina (IL Center) worked with stakeholders on legislation phasing-out of 14(c) sheltered work options for individuals with disabilities
 - Self-advocate that was formerly in a sheltered workshop for over ten years and her cie experience
 - CA DD Council and Disability Rights California on proposing and passing legislation to fully abolish 14(c) sheltered work in CA
- January 11, 2022; 3:00 pm Eastern / The ACL-funded [Disability Employment Technical Assistance Center](#)

Webinar: Building Equity and Inclusion in Your WIOA State Plan



- Sponsored by ODEP/ LEAD Center www.leadcenter.org soon to release briefs highlighting innovations and promising practices for disability inclusion across the country
- Webinars will highlight practices for (1) system coordination/ alignment (2) collecting, sharing, and reporting data that benefit individuals, communities, and policies.
 - [Part 1 January 11](#) at 3:00 pm Eastern
 - [Part 2 January 19](#) at 3:00 Eastern

Webinar: NEON National Plan to Increase Competitive Integrated Employment



- **Webinar: January 27, 2022, 2-4 EST; Dr David Mank and Dr. Richard Luecking**
- **The Employment First Community of Practice (CoP) Webinar Series. Learn about:**
 - The NEON National Plan
 - Role of NEON in helping local provider organizations achieve their strategic goals
 - Strategies to increase Competitive Integrated Employment at the local, state, and national level
- **Joined by five NEON National Provider Organizations: ACCSES, ANCOR, APSE, The Arc US, and SourceAmerica.**

Disability:IN NextGen Leader Applications



Due Today!

- Disability:IN NextGen Leaders are college students and recent graduates with disabilities. Students are matched one-on-one with mentors from Disability:IN Corporate Partners across all industries like Google, JPMorgan Chase, Microsoft, Boeing, and Pfizer.
 - Connect virtually with your corporate mentor 2x a month for 6 months
 - Network with Fortune 1000 companies/gain valuable insights into their selection process
 - Participate in monthly webinars including on disability disclosure, accommodations, and interviewing
 - Ideate technology solutions with a team during an Innovation Lab
- [***Learn More about the NextGen Leader Initiatives***](#)

AAAS Entry Point Internship Program

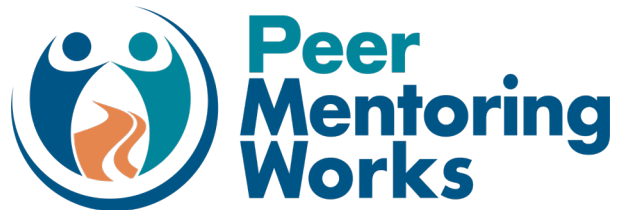
- “Designed to increase the diversity of the science and engineering workforce by involving students and scientists with disabilities throughout all STEM education and career pathways.”
- Applications are being accepted September 1, 2021 - February 15, 2022. Acceptance is on a rolling basis – www.entrypoint.org
- ELIGIBILITY CRITERIA
 - Full-time enrolled student before and after summer 2022
 - Cumulative GPA of 3.0 or higher
 - Major in Life Science, Chemistry, Mechanical, Electrical, and Biomedical Engineering, Physics/Math, Computer Science, Biology, Neuroscience.
 - Documented apparent or non-apparent disability

Part 3: nTIDE Guest Speaker



Steve Allen
PolicyWorks





policyworks

Advancing Inclusive Mentoring: Building a Peer Mentoring Workforce supporting Students and Youth with Disabilities

Building a Peer Mentoring Workforce



VR Community Employment Services Providers seeking **Peer Mentor Coordinators and Peer Mentors** to serve students with disabilities preparing to transition to competitive integrated employment or post-secondary educational settings.

Peer Mentor Coordinator (PMC): Preferred knowledge and/or experience in employment services provision and program administration and willing to support and guide a team of **Peer Mentors** to support program objectives in the direct provision of **Pre-Employment Transition Services (Pre-ETS)**.

Peer Mentors (PM)*: Should be **self-determined** and be willing to share experiences, knowledge and resources for **self-advocacy** engagement with students with disabilities. Candidates who are self-motivated and possess qualities of leadership and are able to work independently and as part of a team under the guidance of a Coordinator to support peer mentoring program goals for students with disabilities (14-21).

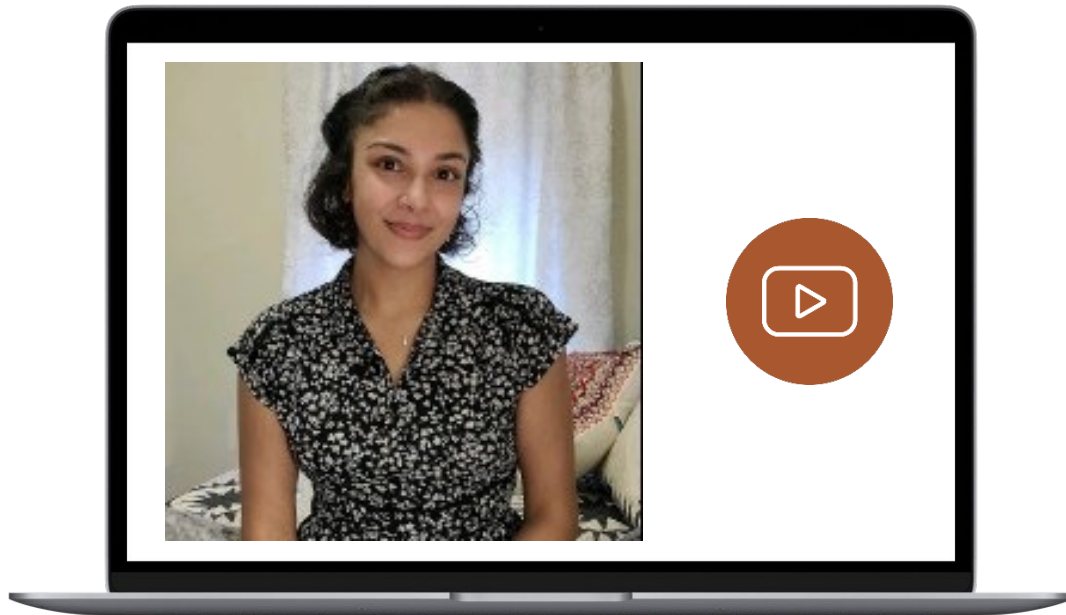
***Previous work experience is NOT required.** Training and background screening and work tools provided. Strong consideration to candidates experienced or familiar with self-advocacy of youth with disabilities.

Peer Mentor Workforce: Testimonial



“We both learned from each other in this experience. He learned dedication and patience pays off and I learned about the power of persistence.”

Wyneeta “Wyn” Kumar



- ❖ FL Youth Peer Mentor at Work
Opportunities Unlimited, Inc., Boca Raton,
FL 2019-2020
- ❖ 6th Grade Teacher at Achievement First-
Bushwick Charter School, Brooklyn, NY
2021 - Present



policyworks



Steven W. Allen

President, PolicyWorks

PolicyWorks leads the **Peer MentoringWorks** Community of Practice (PMW CoP).

The PMW CoP includes the **PMW LearnCTR**, the **PMW ToolSuite** and the **PMW TechCTR** supporting State Vocational Rehabilitation Agencies (SVRAs) to design and implement peer mentoring as a **Pre-Employment Transition Services (PreETS)** support funded through the SVRA's 15% required expenditure.

Building the Peer Mentoring Workforce

TOPIC AREAS:

- WIOA, WINTAC & PolicyWorks
- VR Youth Peer Mentoring Programs
- Service Model: Fidelity and Agency
- PW/FL DVR Collaborative Partnership
- FL DVR Youth Peer Mentoring Model
- Peer MentoringWorks Offerings



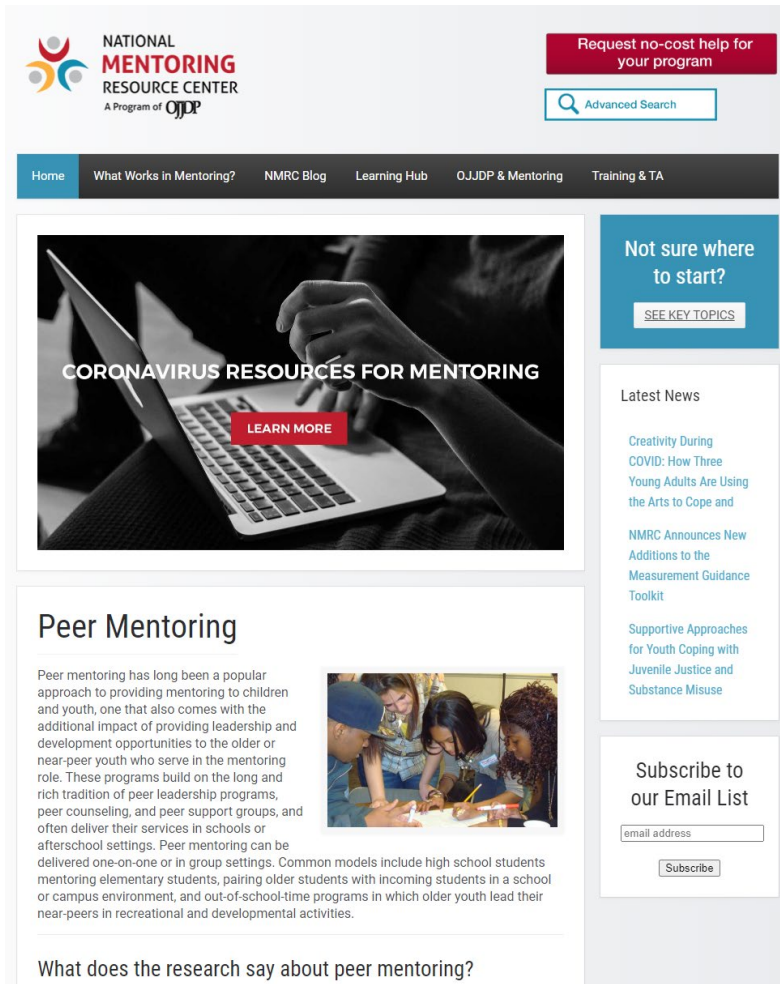
WIOA: Peer Mentoring and Pre-ETS

The Workforce Innovation Opportunity Act (WIOA) and its Pre-Employment Transition Services (Pre-ETS) required State Vocational Rehabilitation Agencies (SVRAs) to set aside at least 15% of funds to provide 'Pre-Employment Transition Services to eligible 'Students with Disabilities' (14-21).

WIOA's inclusion of "*instruction in self-advocacy*, which may include *peer mentoring*" fueled SVRA's interest in technical assistance to pilot and implement peer mentoring programs as an outreach and support strategy to engage students with disabilities in self-advocacy and to support ANY and ALL of the 5 required Pre-ETS activities.

"Research has shown that mentors, especially peer mentors, can positively affect the movement of individuals with disabilities towards self-sufficiency through the establishment of high expectations, support and empowerment."

Research: Fidelity Model for Peer Mentoring Programs



How do SVRAs and Community Rehabilitation Providers turn the promise of peer mentoring into an effective practice?

In 2017, the National Mentoring Resource Center released a review that identified key findings and resources:

- The most significant impacts on peer mentoring program effectiveness appear to be the mentors' attitudes and motivations, clarity of **programmatic infrastructure**, and **fidelity of its implementation**.
- The means by which programs have positive effects on mentees appears to be largely through the consistent and affirming presence of mentors, and the **clarity and predictability resulting from a clear program structure**.

Source: [National Mentoring Resource Center's Peer Mentoring article](#).

FL DVR Youth Mentoring Program and PolicyWorks



FL DVR

policyworks

Pre – WIOA, PolicyWorks began a partnership with the **FL Division of Vocational Rehabilitation (FL DVR)** to develop and pilot its **Youth Peer Mentoring** program in area 5 developing an onboarding, training and certification protocol for community employment service providers to build a **workforce** of peer mentoring service providers for transition-aged youth with disabilities.

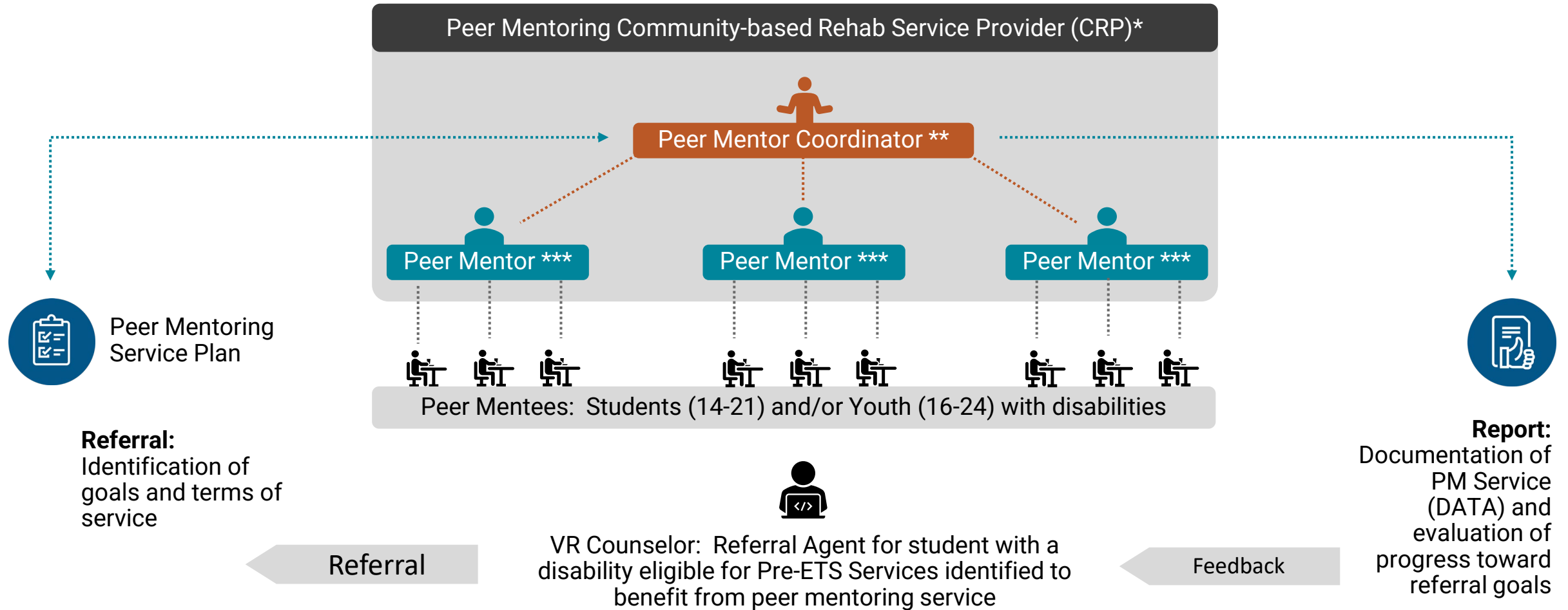


Pilot Support continued through 5 years of **RSA's Workforce Innovation Technical Assistance Center (WINTAC)** under its **Peer Mentoring Workforce Innovation Pilot Projects**. The **WINTAC** entered intensive technical assistance agreements with State Vocational Rehab Agencies (SVRA) resulting in mentoring programs in Alaska, Florida, Maine and Mississippi.



Peer MentoringWorks (PMW) is a result of the WINTAC, supporting a community of practitioners pioneering peer mentoring programs supporting students and youth with disabilities to achieve career path employment.

Peer Mentoring Service Provision Program Model



* VR Peer Mentoring Service approved provider agency/NPO organization

** Trained and Certified PM Coordinator (Peer MentoringWorks YesLMS Coordinator Modules plus 5 Hour Virtual Training)

*** Peer Mentor Certification (Peer MentoringWorks YesLMS Mentor Modules)

FL DVR YPM: Program Objectives



FL DVR YOUTH PEER MENTORING: SERVICE GOALS

VR Youth Peer Mentoring is a **time-limited** (4-6 months) transition support where a Peer Mentor who is close in age (approximately 6 years) enters a **1:1 mentoring relationship** with a mentee, a **student (14-21)** or a **youth (16-24)** with a disability. The goal of Peer Youth Peer Mentoring is to increase the youth's self-determination and self-advocacy skills and their ability to independently seek out, connect to and participate in:

1. Community networks
2. Social networks
3. Professional networks

STATE OF FLORIDA, DEPARTMENT OF EDUCATION
DIVISION OF VOCATIONAL REHABILITATION (VR)
YOUTH PEER MENTORING SERVICES REFERRAL FORM

Customer Name:	Customer VR ID:	Date of Referral:
Customer Address:	City/State/Zip:	Customer Telephone #:
Chosen Provider:	Employment Outcome (if applicable)	

VR Youth Peer Mentoring is an intensive, time-limited service which uses "like-aged" peers who help youth learn how to self-advocate for the social and professional supports needed to effectively transition into postsecondary training, education, and employment.

Attach authorizations to this referral, including:

- ☐ Authorization for the first benchmark, Plan and Mentor Assignment (Y10501 or E10501)
- ☐ Authorization with the number of hours of service, (Y10502 or E10502)
 - o In the "Notes" section of the Authorization module, state the service that are being requested in the Service Plan section below.

Section 1 - Service Plan

The VR Counselor will work with the youth to identify organizations within the minimum of two (2) service categories. One organization must be selected from Section A - Community Service Organizations. The second and any additional organizations may come from any category: A, B or C.

A. Community Service Organizations (At least one organization must be selected from this section)

- ☐ Center for Independent Living
- ☐ Disability Support Group
- ☐ CareerSource (Workforce Center)
- ☐ Disability Services Office (CTE, College or University)
- ☐ Other organization providing direct services

B. Social Engagement Support Groups

- ☐ Disability Supported Recreation (e.g., Florida Outdoors Sports Association)
- ☐ Volunteer Organizations
- ☐ Boys and Girls Clubs, Explorers and Scouting
- ☐ Faith Based Organizations
- ☐ Other activities or organizations that engage youth socially and provide support:

C. Employment-related Networks

- ☐ Professional Career Networking (e.g., LinkedIn, Indeed, or LinkUp, etc.)
- ☐ Social Career Networking (e.g., Facebook, Twitter, Instagram, or Pheed, etc.)
- ☐ Participating Member of Professional Organization (dependent on career field/focus)
- ☐ Career Based Message Boards (dependent upon career field/focus)
- ☐ Other organizations that establish a career related network and provide resources:

Number of service hours initially authorized: Hours

My VR Representative and I have discussed and agree that the services described above will assist me in my efforts to prepare for, obtain and maintain employment.

Customer's Signature: _____ Date: _____

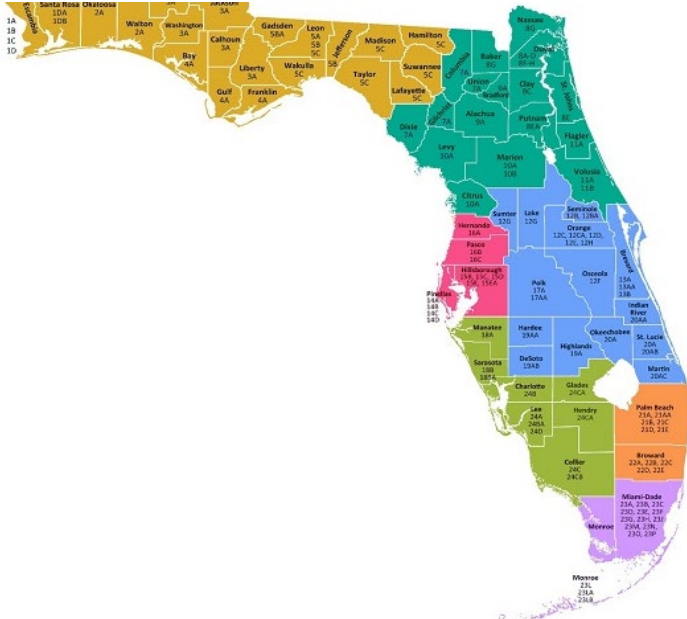


FL DVR Youth Peer Mentoring: Payment Benchmarks



①	\$600	Plan and Mentor Assignment by Coordinator <ul style="list-style-type: none">• Receive referral with requested services (plan)• Assign a Mentor (name of matched Mentor)• Sign and date to accept referral
②	\$16.50/hr	Monthly Activities Report <ul style="list-style-type: none">• Mentor delivers services to youth• Mentor documents progress in activities weekly• Coordinator reviews Monthly Activities Report
③	\$750	Final Report <ul style="list-style-type: none">• Coordinator summarizes youth's progress, achievement of requested service activities; rationale for any incomplete activities, barriers encountered and continued service needs

FL DVR YPM: Program Network



Area 1 Office Locations | Area 2 Office Locations | Area 3 Office Locations
Area 4 Office Locations | Area 5 Office Locations | Area 6 Office Locations

FL DVR's provides employment and pre-employment services including peer mentoring through a network of local and regional community-based providers in 7 regions.

Since 2015, Peer MentoringWorks has trained & certified:

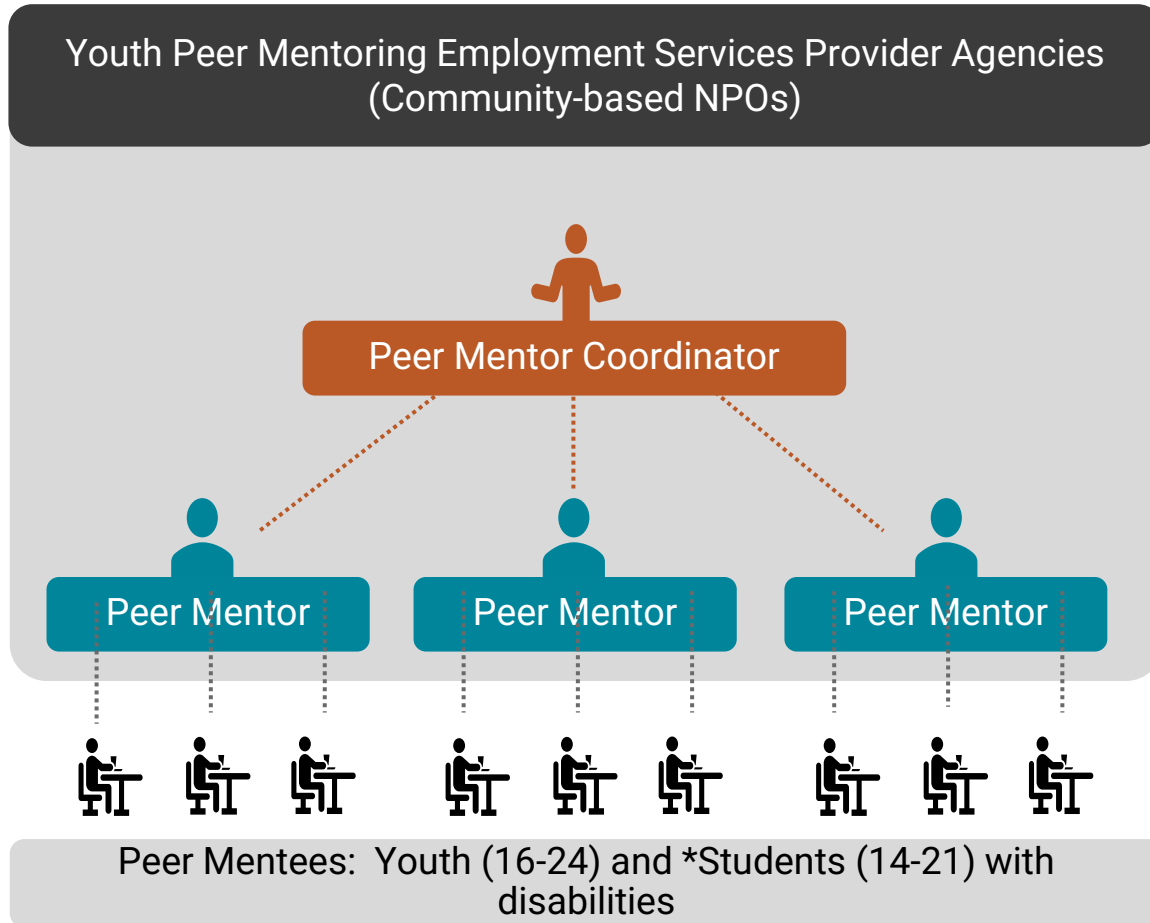
- **133 PMW Peer Mentoring Coordinators**
- **183 PMW Peer Mentors**

The FL DVR's network of YPM providers provide the **one-to-one** youth peer mentoring support to achieve VR counselor identified "service goals" for youth/student with a disability served by VR.

In April of 2020, FL DVR published COVID-19 YPM guidance:

"To ensure physical distancing does not mean social disconnection, Youth Peer Mentoring providers are encouraged to identify virtual platforms (Skype, Zoom, FaceTime, etc.) to continue youth peer mentoring services for students."

FL DVR Youth Peer Mentoring: Service Numbers



Description:	# / # Certified
Employment Service Provider Agency/Community Based NPOs Youth Peer Mentoring service providers with at least 1 certified PMC & PM	47
FL VR / PMW Certified Peer Mentor Coordinators	68/183
PMW Certified Peer Mentors	85
Student/Youth Peer Mentoring Referrals	250*
Average \$16.50/15-20 Hour/ 4-6 Month	25,000 Hours of PM Service

*Pre-COVID – FL DVR provided 25k distinct Pre-ETS services to 10K students with disabilities (approx. avgs)



PMW CoP: Community of Practitioners

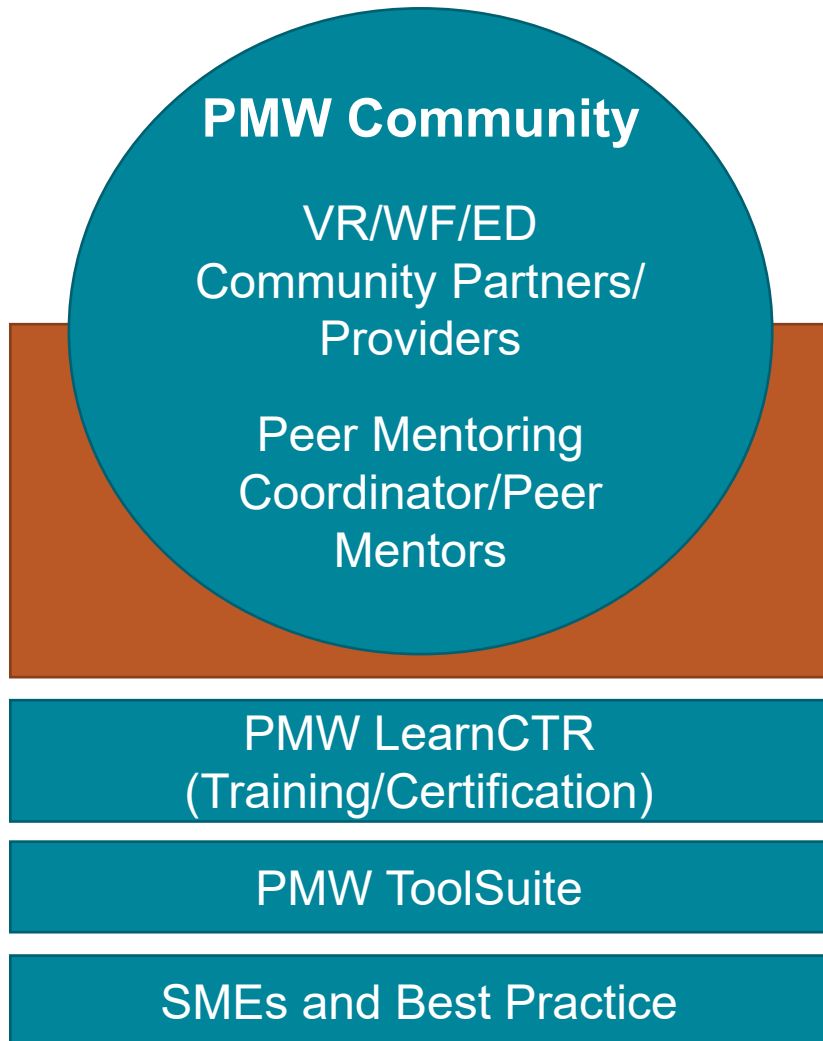
PMW LearnCTR: LMS Training Modules

Peer Mentor Coordinator

Peer Mentor

PMW ToolSuite: FieldGuide with Activity Guides and Resources

PMW TechCTR: Program Design and Consultation



Peer Mentoring Works CoP

The PMW CoP connects a network of peer mentoring providers for the purpose of mentoring other providers to develop and expand peer mentoring programs as a VR service. The PMW CoP seeks to:

- Support Peer Mentoring Services: advocacy, efficacy and determination
- Identify emerging best practices
- Capture and share early success stories
- Build a library of resources and technical assistance materials
- Explore the development of new tools and practices

PMW Learn CTR: YesLMS Training Modules

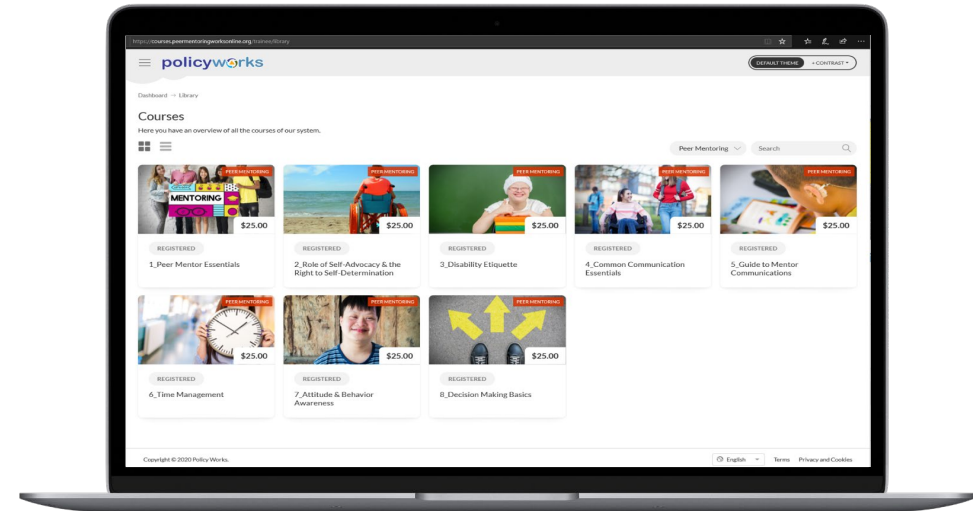


PM Fundamentals

- Peer Mentoring Essentials
- Role of Self-Advocacy & Self-Determination
- Disability Etiquette
- Common Communications Essentials
- Guide to Mentor Communications
- Time Management
- Attitude & Behavior Awareness
- Decision Making Basics

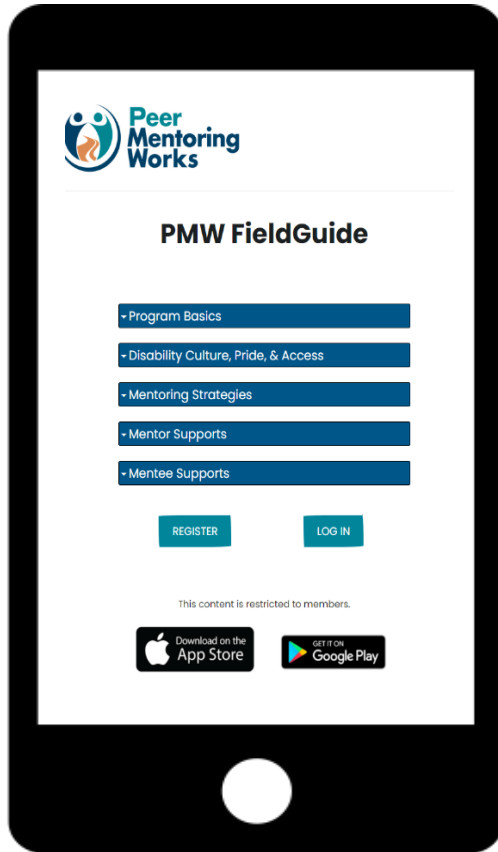
Transition Essentials

- Employment & Disability Rights
- Employment & Disability Benefits
- Employment & Transition Services



State / Community Resources

- Campus and Community
 - Division of Vocational Rehabilitation
-and more!



What is the “PMW FieldGuide”?

PMW FieldGuide is an accessible web-based/mobile APP (available at **App Store** or **Google Play**) featuring an on-demand “mentoring program handbook” with tools.

- It features FAVs and recently viewed tracking, **ActivityGuides**, worksheets, program resources and more.
- It is available for customization through **PMW TechCTR**.

There is an App for that!!!



Contact

Steve Allen, President PolicyWorks



1.Steven.Allen@gmail.com

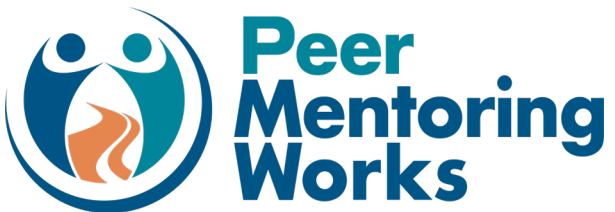


850-879-2631



[www. peermentoringworks.org](http://www.peermentoringworks.org)

www.disabilitypolicyworks.org



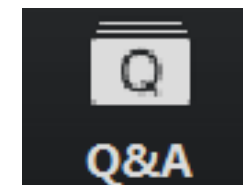
Join us for our PMW next
Community of Practice Meeting

Visit PeerMentoringWorks
Online



Questions and Answers

Use Q&A button on Zoom



Slides will be archived at:

<https://researchondisability.org/home/ntide>.

Take our feedback survey at ...

www.researchondisability.org/ntide/ntide-survey



ADSC & SSCDS 2022



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- Day 2: Updates on the Disability Compendium and Annual Report

<https://www.researchondisability.org/annual-event>

Thank You!

- Information about the nTIDE partners may be found at
 - Kessler Foundation (www.kesslerfoundation.org)
 - UNH/Institute on Disability (www.ResearchOnDisability.org)
 - AUCD (www.AUCD.org)
- Contact us at
 - Email: Disability.Statistics@unh.edu
 - Call: 866-538-9521 (toll free)
 - Twitter at *#nTIDELearn* 



Bye!