

Work Based Learning Experience – An Introduction of Social Services To Diversity and Inclusion



A Brief Insight Into Me



- ▶ What do Sate Farm, Band-Aid and Kentucky Fried Chicken have in common?

History of Social Work and Employment

- ▶ 1773 – 1964 Segregation and Isolation
- ▶ 1965 Medicaid no longer covers people in “institutions for mental diseases”
- ▶ 1970’s Expansion of Community Mental Health Care Programs
- ▶ 1990’s State Hospitals began to close
- ▶ 1993 When more state controlled mental health dollars go to community care than state institutions – The Kaiser Commission on Medicaid and the Uninsured 2007

History of Social Work and Employment

- ▶ These people (parents) had heard too long the old familiar answers:
- ▶ "Your child is defective, put him away and forget him." . . .
- ▶ "Your child is feebleminded, there is no place for him in the school." . . .
- ▶ "Your child is a vegetable—he will never be anything else." . . .
- ▶ "Your daughter must be sterilized if she stays in the community." . . .
- ▶ "There's no room in the institution; your son will be put on the waiting list. How long? Perhaps in two years there will be space." . . . Presidents Committee on Mental Retardation 1977

History of Social Work and Employment

- ▶ In 1943 the Industrial Rehabilitation Act of 1920 was amended to establish the Office of Vocational Rehabilitation. OVR offers services to mentally as well as to physically handicapped persons.
- ▶ 1950 an OVR publication Vocational Rehabilitation of the Mentally Retarded documented the first successful rehabilitation efforts with retarded persons. NARC and its member units entered vigorously into the development of vocational training and sheltered employment of retarded persons.
- ▶ 1965 amendments to the Rehabilitation Act provided for construction and staffing funds for workshops. Presidents Committee on Mental Retardation 1977- Presidents Committee on Mental Retardation 1977

History of Social Work and Employment

- ▶ In 1968 NARC focused in the "on-the-job" training program, with a small contract from the Department of Labor.
- ▶ 1970's court action and public law upheld the right of every child to public educational opportunity consistent with his needs and abilities, no matter how severely disabled - Presidents Committee on Mental Retardation 1977
- ▶ The principle of normalization (Wolfensberger, 1972). This principle calls for maximal integration and involvement between individuals with and without disabilities in daily activities - Center on Human Policy Research and Training Center on Community Integration Syracuse University 1988
- ▶ 1968 – 1975 On “on-the-job training” grew steadily into a nearly \$2 million a year program enabling approximately 5,000 persons with Intellectual Disabilities per year to enter the labor market - Presidents Committee on Mental Retardation 1977

History of Social Work and Employment

- ▶ 1980's – beginning to see more mainstreamed general education classes, usually for electives, combined with "part-time special class" for academic subjects. In addition there was participation in assemblies, field trips, and other school-wide activities.
- ▶ During the 1970s, the special education spotlight was on elementary-aged students. In the 1980s, the focus shifted to secondary education, and Transition from school to adult living became a national priority.
- ▶ Community-Based Vocational Instruction (CBVI) – contracts to perform work such as food service, housekeeping, custodial services or auto detailing, in the community. CBVI program included job placement and follow-up.

- Electronic Journal for Inclusive Education Vol. 1, No. 5 (Fall 2001) Article 3 Fall 2001 Life and Times of Individuals with Mental Retardation: 40 Years of History Rhonda S. Black Ph.D. & Beverly A. Salas

History of Social Work and Employment

- ▶ 1980s – Enclaves, Job crews, Small businesses, Individual placement
- ▶ Discovery, as a process related to job development, began in the mid-1980's, as a strategy for people with disabilities. It evolved out of an early supported employment project at Syracuse University in conjunction with Marc Gold & Associates. - FREQUENTLY ASKED

QUESTIONS: Customized Employment and American Job Centers The Lead Center 2015

History of Social Work and Employment

- ▶ 1990's - School-to-Work Youth Apprenticeship and integrated vocational classes
- ▶ Job shadowing and job try-out experiences
- ▶ Social inclusion
- ▶ Volunteer work opportunities
- ▶ College Programs & Services for Students with Disabilities
- ▶ Self-Directed IEPs
- ▶ Supported training - Electronic Journal for Inclusive Education Vol. 1, No. 5 (Fall 2001) Article 3 Fall 2001 Life and Times of Individuals with Mental Retardation: 40 Years of History Rhonda S. Black Ph.D. & Beverly A. Salas

History of Social Work and Employment

- ▶ 2001 and 2006, a total of 26 Customized Employment demonstration project grants were funded by the U.S. Department of Labor - FREQUENTLY

ASKED QUESTIONS: Customized Employment and American Job Centers The Lead Center 2015

History of Diversity and Inclusion and Employment

- ▶ Congress introduced the first modern equal employment legislation in 1943 - The Evolution of Workplace Diversity by Kate McCormick March 2007
- ▶ In **1948**, President Truman officially desegregated the armed forces with **Executive Order 9981**, which made discrimination based on “race, color, religion or natural origin” illegal for all members of the armed services.
- ▶ The **Civil Rights Act of 1964** made it illegal for any business, private or public, to practice discriminatory hiring (and firing) practices, on the basis of race, color, religion, sex, 10 and national origin, and, later, the Age Discrimination in Employment Act. - The Evolution of Workplace Diversity by Kate McCormick March 2007
- ▶ 1987 Workforce 2000 - Secretary of Labor William Brock commissioned a study of economic and demographic trends by the Hudson Institute. This study became the landmark book *Workforce 2000 – Work and Workers in the Twenty First Century* - The Evolution of Workplace Diversity by Kate McCormick March 2007

History of Diversity and Inclusion and Employment

- ▶ 2008 – Mercury News and 2011 CNN Money probed 20 of the most influential U.S. technology companies, the Department of Labor, and the Equal Employment Opportunity Commission, filing two Freedom of Information Act requests for workforce diversity data. Half the companies under investigation were able to block the release of the data from the U.S. Department of Labor, claiming that the data fell under the realm of “trade secret” and that releasing it would cause “competitive harm.” A Brief History of Diversity in the Workplace By Robyn Showers • February 17, 2016
- ▶ 2013 – Pinterest shares 12% of their engineers are female.
- ▶ 2014 – Google is first major tech company to release its diversity report - A Brief History of Diversity in the Workplace By Robyn Showers • February 17, 2016

Here we are today

- ▶ Unemployment – U1-U6
- ▶ U3 - the officially recognized rate of unemployment, measuring the number of unemployed people as a percentage of the labor force
- ▶ U6 - adds the Discouraged workers PLUS any people who are available to work, willing to work and not discouraged from looking for work, but who have not looked for work in the prior four weeks for some other reason PLUS any people who work part time because full-time work is not available due to economic conditions.
- ▶ The current U3 rate is 3.9%
- ▶ The current u6 rate is 7.8%

Here we are today

- ▶ Full Employment???
- ▶ According to Bureau of Labor Statistics in March 2018 there were 6,550,000 million job openings and in April 2018 there were 6,300,000 job seekers (U3).

Here we are today

- ▶ The statistics change for individuals with disabilities
- ▶ Unemployment is more than doubled at 10% for those with disabilities
- ▶ 18% of people with disabilities are employed vs 65% of those without
- ▶ 80% not in the workforce vs 30%

Here we are today

2016 -2026

- ▶ # 1 **Personal Care Aids**
- ▶ **Combined food preparation and serving workers, including fast food**
- ▶ Registered nurses
- ▶ **Home health aides**
- ▶ Software developers, applications
- ▶ **Janitors and cleaners, except maids and housekeeping cleaners**
- ▶ General and operations managers
- ▶ **Laborers and freight, stock, and material movers, hand**
- ▶ #9 Medical assistants

- ▶ #10 **Waiters and waitresses**
- ▶ Nursing assistants
- ▶ **Construction laborers**
- ▶ **Cooks, restaurant**
- ▶ Accountants and auditors
- ▶ Market research analysts and marketing specialists
- ▶ **Customer service representatives**
- ▶ **Landscaping and groundskeeping workers**
- ▶ Medical secretaries
- ▶ Management analysts
- ▶ #20 **Maintenance and repair workers, general**

BOLS April 2018

Here we are today

- ▶ Business Leadership Network
- ▶ C-Level Diversity and Inclusion Managers
- ▶ The Microsoft Autism Hiring program
- ▶ SAP Autism at Work program
- ▶ Walgreens
- ▶ Office of Disability Employment Policy's (ODEP)
- ▶ Disability Employment Initiative (DEI)
- ▶ The Employment First State Leadership Mentoring Program (EFSLMP)
- ▶ The Job Accommodation Network (JAN)
- ▶ The Employer Assistance and Resource Network (EARN)
- ▶ The National Technical Assistance, Policy, and Research Center for Employers on the Employment of People with Disabilities (NETAC)
- ▶ The Society for Human Resource Management (SHRM)
- ▶ The National Industry Liaison Group (NILG)

Here we are today

- ▶ WIOA - (b) **Plan for recruitment, preparation, and retention of qualified personnel....** The establishment and maintenance of education and experience requirements, to ensure that **the personnel have a 21st-century understanding of the evolving labor force and the needs of individuals with disabilities**, including requirements for— (A)(1) Attainment of a baccalaureate degree in a field of study reasonably related to vocational rehabilitation, to indicate a level of competency and skill demonstrating basic preparation in a field of study such as ...**business administration, human resources, ...economics**, or another field that reasonably prepares individuals to work with consumers and employers;

Here we are today

- ▶ Section 503 of the ADAAA. Establish, for the first time, a **7% utilization goal for individuals with disabilities.**

Here we are today

- ▶ Bender Consulting Services, Inc., a for-profit company committed solely to matching employers with job seekers who happen to have disabilities.
- ▶ Hire Potential, a for profit, was founded on the principles to assist companies in recruiting, hiring, and retaining top talent with disabilities.
- ▶ Good Will
- ▶ JVS
- ▶ Easter Seals
- ▶ Paraquad
- ▶ The ARC of Missouri
- ▶ The Poses Foundation

Here we are today

- ▶ **U.S. v. Rhode Island and City of Providence – 1:13-cv-00442 – (D.R.I. 2013)**

On June 13, 2013, the United States entered a court-enforceable interim settlement agreement with the State of Rhode Island and the City of Providence which resolved the Civil Rights Division's findings, as part of an ADA **Olmstead** investigation, that the State and City have unnecessarily segregated individuals with intellectual and developmental disabilities (I/DD) in a sheltered workshop and segregated day activity service program, and have placed public school students with I/DD at risk of unnecessary segregation in that same program.

Here we are today

- ▶ Staples
- ▶ CVS
- ▶ RiteMade???

What About Tomorrow

- ▶ Social Workers are from Mars and Business people are from Venus
- ▶ Pay no attention to the man behind the curtain
- ▶ There Is a Hole in My Bucket
- ▶ Nature abhors a vacuum
- ▶ Necessity is the Mother of Invention
- ▶ I'm sorry but we don't carry that item any more
- ▶ Is there a doctor in the house

Whew



A Brief Insight Into Me

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