Engaging Individuals with Disabilities in Registered Apprenticeships

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Introductions

- Lisa Kisiel
  Bureau of Services for Blind Persons (BSBP)
- Kate Long
  Michigan Rehabilitation Services-Business Network Unit (BNU)
- Paul Mulka
  Michigan Career And Technical Institute (MCTI)
- Claudette Stork Reid
  Michigan Rehabilitation Services-Business Network Unit (BNU)
Why Are We Here?

- Employment Rate in Michigan of Adults 21-64
  - 75%
Why Are We Here?

- Employment Rate in Michigan of Adults 21-64
  - 75%

- Employment Rate in MI of Adults 21-64 with a disability
  - 31%
Why Are We Here?

WDA would like to increase apprenticeship opportunities for:

- Minorities
- Women
- Youth
- Veterans
- Individuals with Disabilities
Challenges for Individuals with Disabilities (IWD)

- Self-Disclosure
- High School Diploma/High School Equivalency Requirements
- Transportation
- Lack of Pay during Training
- Community Based Organizations’ Lack of Awareness
- Workplace and Academic Competency
- Employers’ Attitudes Toward Hiring IWD
Windmills Disability Awareness Training

- Windmills is designed to increase awareness of the role that attitudes play in the employment of people with disabilities.
- It’s based on the concept that attitudes about persons with disabilities are instrumental in forming behaviors towards individuals with disabilities.
- The goal of Windmills is to change attitudinal barriers and create a new perspective on the unique abilities of individuals.
What is your favorite color?

1. Red
2. Blue
3. Yellow
4. Green
5. None of the above
What is the BEST job for a person with an intellectual disability?

1. Receptionist
2. Waiter/Waitress
3. Security Guard
4. Warehouse Person
5. Teacher
6. None of the above are good choices
BEST JOB FOR A PERSON WITH AN INTELLECTUAL DISABILITY?
What is the WORST job match for a person with an Intellectual Disability?

1. Receptionist
2. Waiter/Waitress
3. Security Guard
4. Warehouse Person
5. Teacher
6. They are all good choices
WORST JOB MATCH FOR A PERSON WITH AN INTELLECTUAL DISABILITY?

- Receptionist: 0%
- Waiter/Waitress: 0%
- Security Guard: 0%
- Warehouse Person: 0%
- Teacher: 0%
- They are all good...: 0%
What is the BEST Job match for a person with Legal Blindness?

1. Receptionist
2. Waiter/Waitress
3. Security Guard
4. Warehouse Person
5. Teacher
6. None of the Above are Good Choices
BEST JOB MATCH FOR A PERSON WITH LEGAL BLINDNESS?
What is the WORST job match for Legal Blindness?

1. Receptionist
2. Waiter/Waitress
3. Security Guard
4. Warehouse Person
5. Teacher
6. None of the Above are Good Choices
WORST JOB MATCH FOR A person WITH LEGAL BLINDNESS?

- Receptionist: 0%
- Waiter/Waitress: 0%
- Security Guard: 0%
- Warehouse Person: 0%
- Teacher: 0%
- None of the Above: 0%
What is the BEST job match for a person with Dyslexia?

1. Teacher
2. Security Guard
3. Waiter/Waitress
4. Mechanic
5. Engineer
6. None of the above are good choices
BEST JOB MATCH FOR A PERSON WITH DYSLEXIA?
What is the WORST job match for a person with Dyslexia?

1. Teacher
2. Security Guard
3. Waiter/Waitress
4. Mechanic
5. Engineer
6. They are all good choices
WORST JOB MATCH FOR A PERSON WITH DYSLEXIA?

- Teacher
- Security Guard
- Waiter/Waitress
- Mechanic
- Engineer
- They are all good...
What is the BEST job match for a person with Bipolar Disorder?

1. Waiter/Waitress
2. Cable TV Installer
3. Security Guard
4. Receptionist
5. Teacher
6. None of the above are good choices
BEST JOB MATCH FOR A PERSON WITH BIPOLAR DISORDER?
What is the WORST job match for a person with Bipolar Disorder?

1. Waiter/Waitress
2. Cable TV Installer
3. Security Guard
4. Receptionist
5. Teacher
6. They are all good choices
WORST JOB MATCH FOR A PERSON WITH BIPOLAR DISORDER?
What is the BEST job match for a person without arms?

1. Teacher
2. Security Guard
3. Waiter/Waitress
4. Mechanic
5. Engineer
6. None of the above are good choices
BEST JOB MATCH FOR A PERSON WITHOUT ARMS?
What is the WORST job match for a person without arms?

1. Teacher
2. Security Guard
3. Waiter/Waitress
4. Mechanic
5. Engineer
6. They are all good choices
WORST JOB MATCH FOR A PERSON WITHOUT ARMS?
<table>
<thead>
<tr>
<th><strong>Legal Blindness</strong></th>
<th>Sue is legally blind in the right eye (20/200) and has a 20-degree field of vision in the left eye (Tunnel Vision).</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Dyslexia</strong></td>
<td>Joe has, over time, developed coping mechanisms and worked as an Air Force Instructor pilot for 20 years.</td>
</tr>
<tr>
<td><strong>Intellectual Disability</strong></td>
<td>Ray has an IQ of 70 and he also completed a Carpentry Apprenticeship Program.</td>
</tr>
<tr>
<td><strong>Bipolar Disorder</strong></td>
<td>Tom’s condition is controlled by medication and he only becomes nervous when working in large groups of people.</td>
</tr>
</tbody>
</table>
Apprenticeship Success Story

- Branden Hillman
- MCTI Industrial Electronics Grad
- Accepted into the IBEW Local 445 Electrical Apprenticeship
Profiles Module Objectives

- Examine how stereotyping of persons with disabilities may impact employment decisions.
- Teach participants to evaluate, on a case-by-case basis, each job match with a person with a disability.
- Explore assumptions about “Good” and “Bad” jobs for certain disabilities.
Reasonable Accommodations

Reasonable accommodation is any modification or adjustment to a job or the work environment that will enable a qualified applicant or employee with a disability to participate in the application process or to perform essential job functions. Reasonable accommodation also includes adjustments to assure that a qualified individual with a disability has rights and privileges in employment equal to those of employees without disabilities.

*U.S. Equal Employment Opportunity Commission
https://www.ada.gov/archive/q&aengo2.htm
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When is an Accommodation NOT Reasonable?

- Not effective
  - Worker cannot perform the essential functions of the job with or without the accommodations
- Undue Hardship
  - Financial Hardship for the business
  - Not safe for the worker with a disability or coworkers
  - Interferes with other worker’s ability to perform their jobs
- Personal Medical Equipment
Identifying Accommodations

- An accommodation bridges the gap between what a worker with a disability can do and what is required by the job.
- The person with a disability is often the best one to identify an accommodation.
- Experts can be brought in to help assess the workplace and the job to identify options.
The Interactive Process is Key

- Allows for identifying, implementing and evaluating the success of accommodations
  - The worker and the supervisor
  - May include HR, union rep., as well as external experts
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  - The worker and the supervisor
  - May include HR, union rep., as well as external experts
- Ongoing process
Accommodations Can Benefit All Workers

- Universal Access
- Magnifier, Narrator, speech recognition and other accommodations built into the Microsoft operating system
Accommodations Can Benefit All Workers

- Universal Access
  - Magnifier, Narrator, speech recognition and other accommodations built into the Microsoft operating system
- Voice Recognition, Siri and “OK Google”
Accommodations Can Benefit All Workers

- Universal Access
  - Magnifier, Narrator, speech recognition and other accommodations built into the Microsoft operating system
- Voice Recognition, Siri and “OK Google”
- Closed Captioning and Amplification
BSBP Programs

- Vocational Rehabilitation
- Business Services
- Independent Living
- Transition Services
- Youth Low Vision
- Business Enterprise Program
- Braille and Talking Book Library
- BSBP Training Center
Definition of Legal Blindness

- The individual’s visual acuity with best correction must be 20/200 or worse in the better eye or his/her visual fields must subtend an angle of less than 20 degrees in each eye

  or

- The individual must have a visual acuity with best correction 20/100 or worse in the better eye with a prognosis of rapid deterioration
Vocational Rehabilitation

· **Ages 14 and Older**

· **Purpose of Vocational Rehabilitation Program** - Assist blind, visually impaired and DeafBlind individuals become employed in a career that suits their current or potential skills and abilities

· **BSBP Provides** - Diagnostic evaluations, vocational counseling and training in skills of blindness at no cost to the client

· **Client needs and eligibility** - May include additional services of low-vision equipment, vocational training, technical school training, a college education, job development, job placement and follow-up
VOCATIONAL REHABILITATION CLIENT PLACEMENTS

- Teaching
- Accounting
- Child Care
- Assembly Work
- Landscaping
- Tax Examiner
- Food Prep

- Data Processing
- Lawyer
- Manager
- Counselor
- Clergy
- Drycleaner
- Stock Clerk
Dual Customer Approach

2-Prong System:

- **Job Seeker** (Individual w/Disability)
- **Business**
MRS-Business Network Division

- Rehabilitation Counselors, Occupational Therapists, Business Relations Consultants provide services statewide.
  - Talent Development
  - Accommodation Services
  - Risk Management/Staff Retention
  - Disability awareness training
  - ADA worksite recommendations.
Michigan Career and Technical Institute is a post-secondary residential facility that provides specialized vocational training and comprehensive rehabilitation services to help citizens with disabilities prepare for competitive employment and self-sufficiency since 1944. MCTI offers a unique blend of caring support services and state-of-the-art job training to meet the needs of business and industry today.

PROGRAM EFFECTIVENESS
- MCTI is one of only eight state operated comprehensive rehabilitation training centers in the United States.
- MCTI is recognized as a post-secondary educational provider by the U.S. Department of Education.
- MCTI has been fully accredited by the Commission on Accreditation of Rehabilitation Facilities and the Council on Occupational Education.

VOCATIONAL TRAINING: Automotive, Cabinetmaking, C.N.A., Culinary, Custodial, Electronics, Graphic Communications, Grounds Maintenance, Machine Technology, Office Automation, Pharmacy, Retail Marking, and Weatherization

COMPREHENSIVE SERVICES: Accommodations, Career Assessment, Remediation, Job Placement, Nursing and Physician Services, Occupational Therapy, Counseling, Leisure Activities, Student Government, Student Employment

POSTSECONDARY EDUCATION REHABILITATION TRANSITION PROGRAM: PERT is a five-day, school-to-work transition program that lets students explore multiple areas of interest through “hands-on” assessments while living on MCTI’s campus. MCTI can also customize the assessment to meet unique situations.

KEY RESULTS - 15-16 SCHOOL YEAR
- Graduates 323
- 95% Classroom Retention Rate
- 84% Placement Rate
- 87% Employment Retention Rate – 90 days
- 87% Employed in Trade
Industrial Electronics / Manufacturing Program

Manufacturing Assembler/Tester
(2 terms/6 months)
Applied Math
Customer Service
AC/DC
Print Reading
Safety
Machine Tools
Measurement Tools
CNC
Robotics

Jobs
Choice
Or
Student level

Manufacturing Technologist:
Operates, runs, and adjusts Manufacturing equipment.

Industrial Tester/Installer Tech – Level I
(2 terms/1 year)
Power Distribution
Fluid Power
Control Wiring
Motor Control
Mechanical Drives

Jobs
Choice
Or
Student level

Industrial Maintenance Mechanic:
Performs basic repairs (ex. change belts and pulleys, part lubrication) and preventative maintenance.

Industrial Tech – Level II
(2 terms – 1 ½ years)
PLC’s
AC Drives
Troubleshooting

Jobs

Industrial Electricity Technician:
Troubleshoots equipment problems, makes minor program modifications, and write basic SOPs (Standard Operating Procedures).
Toolkit

- MRS - Business Solutions for Every Budget
- MRS - Business Relation Consultants Contact Info
- MRS – Meaningful Careers for People with Disabilities
- MCTI Catalog
- BSBP Overview
- BSBP - Business Services
- BSBP - Youth Services
Toolkit

- ODEP - Understanding Apprenticeship Basics
- ODEP – Increasing the Participation of Young Adults with Disabilities in Apprenticeship Programs
- ODEP – Establishing New Apprenticeship Programs
- ODEP – What Apprenticeship Employers Need to Know about Working with Young Adults with Disabilities
- Job Accommodation Network (JAN) – Fact Sheet
Thank You for Attending!

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