

**ATTACHMENT**  
**Strategies and Resources for Serving Youth with Disabilities**

The following strategies and resources are available to assist the workforce system in addressing challenges that were identified through the survey. Developed with the support of the Office of Disabilities Employment Policy, these guides, strategies, and tools are useful for improving service delivery to youth with disabilities; and available for employers, jobseekers, educations and employment service providers.

<b>Strategy</b>	<b>Resource(s)</b>
<p><b>Guides and Strategies to Encourage Local Workforce Investment Boards to Serve Youth with Disabilities</b></p>	<p>The <b>Guideposts for Success</b>, a research-based policy and practice framework, delineates what all youth, including those with disabilities, need to succeed. Guideposts focused on serving other youth populations, including youth in foster care, youth with mental health needs, youth in the juvenile justice system, and youth with learning disabilities are also available. Visit: <a href="http://www.ncwd-youth.info/guideposts">http://www.ncwd-youth.info/guideposts</a>.</p> <p>Targeted <b>Guideposts</b> are also available for serving youth including those with disabilities in foster care, <a href="http://www.ncwd-youth.info/guideposts/foster-care">http://www.ncwd-youth.info/guideposts/foster-care</a>; youth with mental health needs, <a href="http://www.ncwd-youth.info/guideposts/mental-health">http://www.ncwd-youth.info/guideposts/mental-health</a>; and youth with learning disabilities, <a href="http://www.ncwd-youth.info/guideposts/learning-disabilities">http://www.ncwd-youth.info/guideposts/learning-disabilities</a>.</p> <p><b>Innovative Strategies</b>, a Web-based database, provides information on innovative state and local workforce development programs and practices that serve youth with disabilities, either as a target population or as part of other youth populations. Visit: <a href="http://www.ncwd-youth.info/innovative-strategies">http://www.ncwd-youth.info/innovative-strategies</a>.</p> <p><b>Universal Design Strategies</b>, such as accessible technology, enable workforce staff to provide easier access, a welcoming atmosphere, and better customer service in order to serve youth with a wide range of learning styles, languages, educational levels, intelligence, and abilities. Visit: <a href="http://www.dol.gov/odep/topics/technology.htm">http://www.dol.gov/odep/topics/technology.htm</a>.</p>

Strategy	Resource(s)
	<p><b>Disability Inquiries in the Workforce Investment System</b> clarifies what staff and youth service providers can, and cannot, ask about someone's disability. Visit: <a href="http://www.ncwd-youth.info/information-brief-09">http://www.ncwd-youth.info/information-brief-09</a>.</p> <p><b>Performance Measures Adjustment &amp; Incentives: Key Strategies for Providing Improved Services to Harder-to-Serve Populations in the Age of Accountability</b> discusses possible approaches to adjusting performance measures and creating incentives for better serving hard-to-serve populations. Visit: <a href="http://www.ncwd-youth.info/assets/background/Performance_Measures_Adjustment_&amp;_Incentives.doc">http://www.ncwd-youth.info/assets/background/Performance_Measures_Adjustment_&amp;_Incentives.doc</a>.</p>
<p><b>Identification of Disabilities and Service Needs</b></p>	<p><b>Career Planning Begins with Assessment: A Guide for Professionals Serving Youth with Education and Career Development Challenges</b> serves as a resource for multiple audiences within the workforce development system. Visit: <a href="http://www.ncwd-youth.info/topic/assessment">http://www.ncwd-youth.info/topic/assessment</a>.</p> <p><b>Discovery</b> is an example of a strength-based assessment process that focuses on identifying the interests, talents, and preferred environment and activities of jobseekers with and without disabilities. Visit: <a href="https://www.leadcenter.org/webinars/promoting-employment-discovering-your-potential-using-discovery-identify-your-employment-goals">https://www.leadcenter.org/webinars/promoting-employment-discovering-your-potential-using-discovery-identify-your-employment-goals</a>.</p>
<p><b>Building Staff Capacity</b></p>	<p><b>High Quality Professional Development for Youth Service Professionals</b> (adults who work directly with youth) requires a mix of competencies from the youth development, education, workforce development, and disability fields in order to effectively meet the needs of all youth, including those with disabilities. Visit <a href="http://www.ncwd-youth.info/professional-development">http://www.ncwd-youth.info/professional-development</a>.</p> <p><b>The Hidden Disabilities Quick Reference Guide</b> aims to increase awareness of the broad spectrum of disabilities, and can assist youth providers in identifying support and service needs when serving youth who may or may not have been previously formally diagnosed with a disability. Visit: <a href="http://www.ncwd-youth.info/assets/guides/quick_reference_guides/hidden_disabilities.pdf">http://www.ncwd-youth.info/assets/guides/quick_reference_guides/hidden_disabilities.pdf</a>.</p>

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<p><b>Reaching Out-of-School Youth</b></p>	<p><b>Interagency Forum on Disconnected Youth</b>, established in March 2012, provides a wealth of resources on re-engaging and effective service delivery for young people ages 14-24 who are homeless, in foster care, involved in the justice system, or are neither employed nor enrolled in an educational institution. Youth with disabilities are over-represented within each of these populations. Visit: <a href="http://www.findyouthinfo.gov/youth-topics/reconnecting-youth">http://www.findyouthinfo.gov/youth-topics/reconnecting-youth</a>.</p> <p><b>Guideposts for Success for Youth Involved in the Juvenile Corrections System</b> provides information about specific experiences, supports, and services that are relevant to improving education and employment outcomes for youth with and without disabilities involved or at risk of becoming involved in the juvenile justice system. Visit: <a href="http://www.ncwd-youth.info/guideposts/juvenile-justice">http://www.ncwd-youth.info/guideposts/juvenile-justice</a>.</p>
<p><b>Expanding Services and Funding for Youth with Disabilities</b></p>	<p><b>Map My Community</b> provides an interactive mapping tool to locate federally supported youth programs in your community. Visit: <a href="http://www.findyouthinfo.gov/maps/map-my-community">http://www.findyouthinfo.gov/maps/map-my-community</a>.</p> <p><b>Making Collaboration Real, Building a Progressive Vision for a Policy and Service Delivery Framework that Promotes the Effective Leveraging of Resources to Improve Employment &amp; Socioeconomic Advancement of Youth and Adults with Disabilities</b> summarizes current challenges and opportunities related to the leveraging of public resources across systems to achieve improved employment outcomes and socioeconomic advancement for individuals with disabilities. Visit: <a href="http://www.leadcenter.org/policy/annual-policy-roundtable-2013">http://www.leadcenter.org/policy/annual-policy-roundtable-2013</a>.</p> <p><b>Blending and Braiding Funds And Resources: The Intermediary As Facilitator</b> focuses on how intermediary organizations can facilitate the blending and braiding of funds and resources to encourage cross-systems collaboration to improve educational and employment outcomes for all youth, including those with disabilities. Visit: <a href="http://www.ncwd-youth.info/information-brief-18">http://www.ncwd-youth.info/information-brief-18</a>.</p> <p><b>Co-Enrollment in WIA Youth and Adult Services.</b> In addition to pursuing resources externally, co-enrolling individuals with disabilities between the ages of 18 and 21 in the adult and youth Workforce Investment Act programs simultaneously can enhance service delivery. See Training and Employment Guidance Letter (TEGL) No. 27-09 <a href="http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=2900">http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=2900</a>.</p>

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<p><b>Providing Employment-Related Services</b></p>	<p><b>Individualized Learning Plans How-to Guide</b> is designed for schools, educators, and other professionals who assist youth with college and career readiness and transition planning. Visit: <a href="http://www.ncwd-youth.info/ilp/how-to-guide">http://www.ncwd-youth.info/ilp/how-to-guide</a>.</p> <p><b>Workforce Recruitment Program</b> is an Office of Disability Employment Policy (ODEP) sponsored summer internship and work experience program for college students or recent graduates with disabilities. Visit: <a href="http://www.dol.gov/odep/wrp">http://www.dol.gov/odep/wrp</a>.</p> <p><b>Service-Learning</b> is a strategy that integrates meaningful community service with instruction and self-reflection to support a variety of goals, and is beneficial for students, organizations, and communities. Visit: <a href="http://findyouthinfo.gov/youth-topics/service-learning">http://findyouthinfo.gov/youth-topics/service-learning</a>.</p> <p><b>Youth in Action Tip Sheet</b> explains what volunteering means, ways to volunteer, and the value of volunteering. Visit: <a href="http://www.ncwd-youth.info/tip-sheet/getting-involved-in-your-community">http://www.ncwd-youth.info/tip-sheet/getting-involved-in-your-community</a>.</p> <p><b>Use of Social Security Work Incentives to Promote Work-Based Learning in Youth Employment and Training Programs</b>, is a report that examines AmeriCorps as a model that includes an income exemption that allows youth with disabilities who are Social Security beneficiaries to participate in work-based learning experiences and receive a living allowance or stipend without it impacting their benefits. Visit: <a href="http://www.ncwd-youth.info/social-security-and-work-based-learning">http://www.ncwd-youth.info/social-security-and-work-based-learning</a>.</p>
<p><b>Dispelling Employer Misperceptions</b></p>	<p><b>Tax Incentives for Employers</b>, provides information regarding tax incentives that may be available to private sector businesses that make structural adaptations or other accommodations for employees or customers with disabilities. Visit: <a href="http://www.dol.gov/odep/topics/TaxIncentivesForEmployers.htm">http://www.dol.gov/odep/topics/TaxIncentivesForEmployers.htm</a>.</p> <p><b>Business Strategies that Work: A Framework for Disability Inclusion</b> identifies promising employment policies and practices for recruiting, hiring, retaining, and advancing qualified individuals with disabilities. Visit: <a href="http://www.dol.gov/odep/pdf/BusinessStrategiesThatWork.pdf">http://www.dol.gov/odep/pdf/BusinessStrategiesThatWork.pdf</a>.</p>

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	<p><b>The Campaign for Disability Employment</b>, an ODEP-funded outreach effort to promote the hiring, retention and advancement of people with disabilities, is a collaborative of several leading disability and business organizations convened by ODEP to work together to address disability employment.</p> <p>Visit: <a href="http://www.dol.gov/odep/topics/CampaignForDisabilityEmployment.htm">http://www.dol.gov/odep/topics/CampaignForDisabilityEmployment.htm</a>.</p>

For additional information and resources on successful strategies that promote inclusive service policy development and practices, including universal design, disability disclosure and disability inquiries, front line staff training, assessment, blending and braiding of program funding, work-based learning, youth development and leadership, connecting activities, and accommodation, visit:

- Disability Employment Policy Resources for Youth: <http://www.dol.gov/odep/categories/youth/>;
- National Collaborative on Workforce and Disability for Youth <http://www.ncwd-youth.info/>; and
- TEGL No. 31-10 [http://wdr.doleta.gov/directives/corr\\_doc.cfm?DOCN=3037](http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=3037).