



STATE WORKFORCE DEVELOPMENT BOARD

Disability Access Committee

GUIDANCE:

Forming Local Disability Access Committees

Updated: April 15, 2016

Section 1: Background.

- The Workforce Innovation and Opportunity Act (WIOA) places an emphasis on ensuring accessibility to our workforce programs, services, and activities for individuals with disabilities.
- WIOA further mandates that Iowa's one-stop delivery system meets the physical and programmatic accessibility requirements of the Americans with Disabilities Act of 1990, as amended (ADA).
- Meeting the physical and programmatic accessibility requirements of the ADA is a mandatory part of one-stop certification under WIOA.
- WIOA requires us to work together to increase access for individuals with barriers to employment, including individuals with disabilities.

Section 2: State Workforce Development Board Disability Access Committee.

- To help ensure that Iowa's one-stop delivery system meets WIOA accessibility requirements for individuals with disabilities, the Iowa General Assembly authorized the State Workforce Development Board to create a Disability Access Committee.
- The State Board took formal action to establish a Disability Access Committee.
- The Chairperson of the Disability Access Committee is David Mitchell, Administrator of Iowa Vocational Rehabilitation Services.
- The Vice Chairperson of the Disability Access Committee is Emily Wharton, Director of the Iowa Department for the Blind.

Table 2.1: Disability Access Committee Member Matrix.

Name	Affiliation
David Mitchell, Chairperson	Iowa Vocational Rehabilitation Services (IVRS)
Emily Wharton, Vice Chairperson	Iowa Department for the Blind (IDB)
Rosemary Thierer	Iowa Department on Aging (IDA)
Page Eastin	Iowa Department of Human Rights (DHR)
Alex Harris	Iowa Department of Education, Adult Education and Literacy Program (AEL)
Ben Humphrey	Iowa Workforce Development (IWD)
Shelly Chandler	Iowa Association of Community Providers
Barrett Rogness	Business
Duhvall Veasley	Former Recipient of Services
Tai Tomasi	Disability Rights Iowa (DRI)
Ashlea Lantz	Griffin Hammis Associates

Section 3: Disability Access Committee Mission.

The Disability Access Committee’s mission is to address issues relating to providing workforce services to individuals with disabilities, including:

- Issues relating to compliance with applicable state and federal nondiscrimination laws regarding the provision of programmatic and physical access to the services, programs, and activities of the state workforce development system; and
- Appropriate training for staff on providing supports for or accommodations to, and finding employment opportunities for, individuals with disabilities.

The State Board Disability Access Committee will be a resource for addressing expectations for customer-focused seamless services from a network of employment, training, and related services that help individuals overcome barriers to becoming and staying employed. The Committee will provide guidance with evaluation of customer satisfaction as it relates to physical and programmatic accessibility requirements in WIOA section 188 and the ADA. It will also be a resource in reviewing continuous improvement to impact employment outcomes for individuals with disabilities. The Committee will play an important part in helping each Region meet the disability accessibility elements of the mandatory WIOA one-stop certification process.

Section 4: Forming a Regional Disability Access Committee.

The State Board has also charged its Disability Access Committee with helping to coordinate efforts across the state with respect to accessibility for individuals with disabilities. This includes the establishment of a Disability Access Committee for each Regional Workforce Development Board. The expectation is that these Regional Disability Access Committees will be formed and work towards addressing the stated objectives with guidance from the State Board's Disability Access Committee.

Representatives should include, at a minimum, one from each of the following:

- 1) Iowa Department for the Blind
- 2) Iowa Vocational Rehabilitation Services
(One of the above would be chair and should be on your Regional Board.)
- 3) Community-based organization(s) providing services to individuals with disabilities
- 4) Adult Education and Literacy service provider
- 5) Iowa Workforce Development
- 6) Business representative(s) from the local board
- 7) Union-affiliated Registered Apprenticeship program

Each Regional Board may include additional representatives, as appropriate for the Region. These representatives may include (but are not limited to) entities that work toward competitive, integrated employment for individuals with disabilities, a Center for Independent Living, community college disability resource coordinator, or other entity that has experience and expertise in advocating for or providing services to individuals with disabilities.

Please begin taking the necessary steps to establish your Disability Access Committee. You should begin identifying and recruiting committee members and identifying contact names that can be provided to the State Board Disability Access Committee. This will allow for additional communication and guidance to occur.

Section 5: Report to State Board Disability Access Committee

On or before May 31, 2017, please send one email with each member's name, organization (e.g., Iowa Vocational Rehabilitation Services, name of business), affiliation (e.g., Business, Labor, Vocational Rehabilitation program, Wagner-Peyser program), and email address to:

David Mitchell, MS, CRC
IVRS Administrator
David.Mitchell@iowa.gov

Section 6: State Disability Access Initiative.

- The State Board Disability Access Committee has agreed to implement a statewide initiative to increase the accessibility to Iowa's one-stop delivery system for individuals with disabilities.
- The Disability Access Initiative will ensure that the Iowa one-stop delivery system meets the minimum accessibility requirements of the ADA, which are identical to those under the Iowa Civil Rights Act of 1965, as amended (ICRA). In addition to standalone requirements, these standards are an important part of one-stop certification under WIOA.
- The Disability Access Initiative will ensure that the Iowa one-stop delivery system meets the WIOA requirement to increase accessibility for individuals with disabilities.
- The Disability Access Initiative will consist of multiple phases that involve multiple partners.
- The first phase will consist of a physical and programmatic accessibility assessment and development of a disability access transition plan.
- The Regional Disability Access Committees will be responsible for coordinating the State Disability Access Initiative at the regional level.
- A forthcoming memo will detail Phase One of the State Disability Access Initiative.

Section 7: Questions.

If you have questions or would like further immediate information, please feel free to contact:

David Mitchell, IVRS Administrator

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Ben Humphrey, IWD

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