
Disability Awareness Resource Team (DART)

A standing committee of the MW! Southwest Workforce Development Board

Tuesday, November 14, 2023, from 2:00-4:00 p.m.

At the Upjohn Institute, 300 S. Westnedge Ave, Kalamazoo, MI 49007

If you are unable to attend in person, you may connect virtually at

<https://us02web.zoom.us/j/88270763854?pwd=bFVQTitLa29rdHpVU2hUMFJOS0pnQT09>

Meeting ID: [882 7076 3854](https://us02web.zoom.us/j/88270763854) Passcode: [737728](https://us02web.zoom.us/j/88270763854) or dial US Toll Free using your phone:

[877 853 5257](tel:8778535257); [888 475 4499](tel:8884754499); [833 548 0276](tel:8335480276); [833 548 0282](tel:8335480282)

AGENDA

- | | |
|--|-----------------------|
| I. Welcome and Call to Order [2 min] | Co-Chairs |
| A. Approval of Agenda | |
| B. Approval of Minutes from June 20, 2023 (<i>attached</i>) | |
| II. Introductions [3 min] | |
| III. Program/Presentation | |
| A. Youth Disability Employment Research [15 min] | Michelle Miller-Adams |
| IV. Agency Updates [30 min] | Members |
| V. Emerging Issues Related to Employment & Advocacy [10 min] | Discussion |
| VI. Collaboration – Partner Matrix – any additional updates? (<i>attached</i>) [2 min] | Kathy Olsen |
| VII. Unique Customer Needs – Request for Input & Resources [10 min] | Discussion |
| VIII. Professional Development Opportunities [3 min] | |
| A. Disability Network Southwest Michigan http://www.dnswm.org/ | |
| B. KPL ONEplace https://www.kpl.gov/oneplace/ | |
| C. The Synergy Health Center https://synergykzoo.org/ | |
| D. Incompass Michigan – https://incompassmi.org/ - see the Education & Training tab | |
| E. DART Desktop Training Modules https://www.michiganworkssouthwest.org/resources/at-your-desktop-training | |
| IX. Other Announcements (not covered above) | |
| X. Meeting Calendar for 2024 and Next Meeting | |
| XI. Adjournment | Co-Chairs |

The Disability Awareness Resource Team (DART) is a standing committee of the Michigan Works! Southwest Workforce Development Board.

DART members represent businesses, service providers, advocates, and allies with expertise in assisting individuals with disabilities with their career, training, and employment needs.

DART members will inform, promote, and advise the WDB on strategies to support career pathways, training, and employment options for individuals with disabilities, including youth, to gain and retain employment.

Disability Awareness Resource Team (DART) Minutes June 20, 2023

CALL TO ORDER – DART Co-Chair, John Fiore called the meeting to order at 2:05 p.m. at the Upjohn Institute, 300 S. Westnedge Avenue, Kalamazoo, Michigan 49007.

MEMBERS PRESENT:

Sharmese Anderson (FwD)

Tina Bravata (Consultant)

James Cannon (Arc Calhoun) [∨]

Jamie Case [∨]

Gary Clark (LEO) [∨]

John Fiore (MRS)

Anne Gaertner (Arc Comm Adv) [∨]

Toni Kennedy (SWMBH)

Kathy Lentz (ISKazoo) [∨]

Ramona Lumpkin (Recovery Institute) [∨]

Paul Mayfield (FwD)

Karrie Messenger (YOU/KRESA)

Kathy Olsen (MWSW)

Shelby Springett (MWSW)

Lisa Stanley (MRS) [∨]

[∨] Attended virtually

APPROVAL OF AGENDA

The DART meeting agenda for June 20, 2023 was approved by consensus of members present.

APPROVAL OF MINUTES

The DART meeting minutes of April 18, 2023 were approved by consensus of members present.

PROGRAM – Member Update: Friends with Disabilities (FwD)

Sharmese Anderson and Paul Mayfield reported on activities sponsored by Friends with Disabilities (FwD), a local non-profit that reaches out to individuals with disabilities to provide inclusive activities and to assist in preventing isolation. Due to generous donations and grants, the organization can offer these activities to individuals with disabilities in the Kalamazoo area, ages 18 and older, including veterans, at no cost to the participants. Currently the population served is individuals with physical disabilities because staff and volunteers are not equipped to work with individuals with mental disabilities. For the activities, participants can be picked up and dropped off at their homes. If a person needs a helper to participate, the helper can also attend. The charter buses used for transporting individuals to the events are wheelchair accessible and the volunteers who accompany the individuals have expertise in working with individuals with disabilities. Field trips are planned twice a month and next month, approximately 50 individuals will take a field trip to the Chicago Navy Pier for a lunch cruise. Recently, a new Friends with Disabilities group has been organized in the Grand Rapids area for individuals ages 18 and over with physical disabilities. Current funding is to support residents with disabilities in Kalamazoo and Kent Counties.

The organization also holds a Zoom meeting once a month for individuals with disabilities to discuss issues. The Zoom meetings also give the participants an opportunity to meet others in a virtual setting. The organization strives to help these individuals support each other and build connections. Members were referred to the Friends with Disabilities website to learn more information: <https://friendswithdisabilities.org/>.

PROGRAM/PRESENTATION – Member Update: Michigan Works! Southwest

Kathy Olsen presented an overview of the Michigan Works! Southwest network that included background information; a brief history of employment and training; the state and local organizational structure; governance and accountability; as well as a synopsis of programs and services. She reported several changes will take effect on July 1, 2023 when MW! Southwest staff will begin providing additional direct services. Once this change is completed, the slides will be updated and the ones displaying the multiple programs and services will be shared with DART members. Shelby Springett reported on the MW! employer and job seeker eNewsletters. The newsletters are undergoing a facelift during the transition of services and there will be opportunities later this year to sign-up for the distribution lists.

AGENCY UPDATES

Veterans Navigator Services – Tony Kennedy reported veterans in need of services can be referred to her for navigating assistance.

Veterans Employment Services – Carrie Headworth reported veterans needing employment assistance can be referred to her for assistance. She also shared information regarding a recent newsletter focused on services for veterans.

Kalamazoo RESA / Youth Opportunities Unlimited (KRESA/YOU) – Karrie Messenger reported on multiple programs and services for youth that included the Young Professionals, MyCITY, and WIOA Youth. The MyCITY program currently has approximately 150 participants, ages 14-24 enrolled. Staff for the program started last week and the students started this week. The program teaches employability skills, soft skills and has internship opportunities. Youth work with career coaches and the youth also have opportunities to visit industries while enrolled in the program.

The Arc of Calhoun County – James Cannon reported the Arch of Calhoun serves individuals with intellectual and developmental disabilities. They provide supportive programming and advocacy and seek to help build a disability friendly community.

Recovery Institute – Ramona Lumpkin reported recovery coaches can go into the jails to work with individuals. The new location for their office that was reported on at the last meeting is working out great.

Michigan Rehabilitation Services (MRS) – John Fiore reported the MRS summer program has started, and he noted that the referrals for the MRS summer youth program were lower than in the past. He requested that members refer individuals to MRS if they have any type of health condition that is creating a barrier to employment. The MRS office in Battle Creek serves Barry, Branch and Calhoun Counties; the Kalamazoo office serves

Kalamazoo and St. Joseph Counties.; and the office in Berrien County serves Berrien, Cass, and Van Buren Counties. MRS is also hiring, they are seeking individuals with a master's in social work, Special Education, and other related fields. Job postings can be found on the State of Michigan website <https://www.michigan.gov/som/job-seekers/state-of-michigan-employment>. MRS is partnering with other organizations to offer another Certified Nurse Assistant (CNA) training program and the class is scheduled to begin on July 10, 2023. Some of the requirements to enroll include: the participants must be at least 18 years old, be willing to take all vaccines, pass a drug test, and pass a background check. The training program is designed to provide support and assistance to individuals who might not succeed in the more fast-paced regular CNA program. Plans are to schedule two classes a year with the next one being in January of 2024.

WORK GROUP UPDATES

Emerging Issues Related to Employment and Advocacy

No emerging issues were brought to the committee for discussion.

Collaboration – Partner Matrix – Kathy Olsen reported an update was made to the Disability Network's listing on the Partner Matrix. She requested that members continue to send additional updates to her so that the document can remain current.

Curriculum – John Fiore directed members to the professional development opportunities listed under Section VI of the Agenda. Kathy Olsen noted that the Michigan Works! Southwest website was recently updated, and the DART Desktop Trainings are now listed under the Resources tab on the website:

<https://www.michiganworkssouthwest.org/resources/at-your-desktop-training>.

UNIQUE CUSTOMER NEEDS

There were no cases of unique customer needs brought up for discussion at the meeting.

PROFESSIONAL DEVELOPMENT OPPORTUNITIES

- Disability Network Southwest Michigan <http://www.dnswm.org/> (attached)
- KPL ONEplace <https://www.kpl.gov/oneplace/>
- The Synergy Health Center <https://synergykzoo.org/>
- Incompass Michigan –<https://incompassmi.org/> - see the Education & Training tab
- DART Desktop Training Modules
<https://www.michiganworkssouthwest.org/resources/at-your-desktop-training>

ANNOUNCEMENTS

The annual ADA Celebration, Access for All, is scheduled for Friday, July 28, 2023 from 11:30 a.m. to 1:30 p.m. at the Kalamazoo Farmers Market. A flyer was included with the agenda packet with more information. Individuals wishing to attend should RSVP to Disability Network Southwest.

NEXT MEETING

The next DART meeting is scheduled for Tuesday, September 19, 2023, from 2:00-4:00 p.m. [Note: the September 19, 2023 meeting was cancelled and the next meeting is

November 14, 2023.]

ADJOURNMENT

The meeting adjourned at approximately 4:00 p.m.

Respectfully submitted by:

Kathy Olsen, Quality Assurance/Project Coordinator and WDB Liaison
Michigan Works! Southwest

Local Network of Services Chart

Wagner-Peyser

Employment Services

PURPOSE: Connect job seekers to employers and employers to workers.
PROVIDER: Upjohn / MW! Southwest

Reemployment Services Eligibility Assessment (RESEA)

PURPOSE: To return Unemployment Insurance (UI) claimants to the workforce sooner.
PROVIDER: Upjohn / MW! Southwest

Trade Adjustment Assistance (TAA)

PURPOSE: Provide services to assist U.S. workers who have lost or may lose their job as a result of foreign trade.
PROVIDER: Upjohn/ MW! Southwest and Kalamazoo Regional Educational Service Agency for Merit-Based requirements

Navigation Services

PURPOSE: to support individuals with the navigation process and co-enrollment in suitable programs.
PROVIDER: Upjohn / MW! Southwest

Workforce Innovation & Opportunity Act (WIOA)

One Stop Operator

PURPOSE: To coordinate the service delivery of participating One Stop partners and service providers.
PROVIDER: Janet Bloomfield Consulting

Adult & Dislocated Worker

PURPOSE: Prepare & place low-income adults in long-term, gainful and meaningful employment.
PROVIDER: Michigan Workforce Development Institute (MiWDI)

Dislocated Worker Grant (DWG)

PURPOSE: Implement training and employment services to help address dislocations that can be traced to broader workforce needs or economic changes that may reach across multiple sectors, employers, or geographic areas.
PROVIDER: Michigan Workforce Development Institute (MiWDI)

Youth

PURPOSE: To improve academic and job skills for youth 14-24. Younger youth focus is on obtaining credentials and high school diploma and older youth focus is on obtaining a GED and employment.
PROVIDER: Youth Opportunities Unlimited (YOU), a division of Kalamazoo Regional Educational Service Agency

Jobs for Michigan's Graduates (JMG)

PURPOSE: To equip young adults with the skills to overcome barriers and succeed in education.
PROVIDER: Youth Opportunities Unlimited (YOU), a division of Kalamazoo Regional Educational Service Agency

Young Professionals

PURPOSE: To reduce youth unemployment and place young adults, ages 14-24, on the right path to gain the skills necessary to achieve lifelong economic self-sufficiency.
PROVIDER: Youth Opportunities Unlimited (YOU), a division of Kalamazoo Regional Educational Service Agency

Welfare Reform / Temporary Assistance for Needy Families (TANF)

Partnership. Accountability. Training. Hope. (PATH) & Application Eligibility Period (AEP)

PURPOSE: Seeks to move individuals and families from welfare to long-term employment that leads to self-sufficiency.
PROVIDER: Upjohn Institute / MW! Southwest

Food Assistance Employment & Training (FAE&T)

PURPOSE: To provide Food Assistance participants opportunities to gain skills, training, or experience to improve their ability to obtain regular employment and increase self-sufficiency.
PROVIDER: Upjohn Institute / MW! Southwest

TANF Refugee Program

PURPOSE: To provide employability support services exclusively to MWA referred refugees who are receiving FIP to assist in obtaining unsubsidized employment that leads to self-sufficiency.
PROVIDERS: Samaritas & Bethany—for Refugee Case Management Services Upjohn Institute / MW! Southwest—for Refugee Support Services and navigation services

Innovative Solutions

Neighborhood Employment Hubs

PURPOSE: To provide employment services, supports & resources in targeted neighborhoods.
PROVIDER: Upjohn Institute / MW! Southwest

Barrier Removal Employment Services (BRES)

PURPOSE: Supportive Services to compliment supportive services provided by local programs and to support general customers who meet the ALICE threshold. Must comply with local policy and any associated limitations.
PROVIDER: Upjohn Institute / MW! Southwest

Learn, Earn and Provide (LEAP)

PURPOSE: To provide occupational skills training and employment to help build skills & competencies to obtain employment to improve the referred participant's ability to make child support payments.
PROVIDER: Upjohn Institute / MW! Southwest

Business Solutions

Going PRO Talent Fund

PURPOSE: To provide assistance to employers in training, developing and retaining current employees and individuals to be hired.
PROVIDER: Upjohn / MW! Southwest

State Apprenticeship Expansion (SAE) & Apprenticeship Coordination

PURPOSE: To assist in developing and implementing comprehensive strategies to support the expansion of registered apprenticeships.
PROVIDER: Upjohn / MW! Southwest

MiREACH

PURPOSE: To support the rural healthcare industry.
PROVIDER: Upjohn / MW! Southwest

EV Jobs Academy

PURPOSE: To support increasing the number of individuals working in mobility-related careers.
PROVIDER: Upjohn / MW! Southwest

Sector Strategies

PURPOSE: To support industry consortium activity.
PROVIDER: Upjohn / MW! Southwest

Southwest Michigan ERN (SWMERN)

PURPOSE: Improve workforce retention through employee support and training.
PROVIDER: Upjohn / MW! Southwest

Additional Services & Partnerships - See next slide

Local Network of Services Chart

Additional Services & Partnerships

Other WIOA Required Partners

Michigan Unemployment Insurance Agency (UIA)

PURPOSE: To support individuals applying for Unemployment Insurance benefits.

PROVIDER: State of Michigan

Michigan Veterans' Employment Services

PURPOSE: To support veterans and their spouses in accessing education and employment opportunities as well as other resources.

PROVIDER: State of Michigan

MI Department of Health and Human Services (DHHS)

PURPOSE: Offers programs to provide temporary assistance to help families in need.

PROVIDER: State of Michigan

Michigan Rehabilitation Services (MRS)

PURPOSE: To develop customized workforce solutions for businesses and individuals with disabilities.

PROVIDER: State of Michigan

Michigan Bureau of Services for Blind Persons (BSBP)

PURPOSE: To provide opportunities to individuals who are blind or visually impaired to achieve employment and/or achieve maximum a meaningful independence in life through comprehensive rehabilitation services.

PROVIDER: State of Michigan

Migrant & Seasonal Farmworkers

PURPOSE: To help migrant and seasonal farmworkers and their families achieve economic self-sufficiency by offering supportive services to them while they work in agriculture or by helping them to acquire new skills for jobs offering better pay.

PROVIDER: State of Michigan

Adult Education and Family Literacy

PURPOSE: To help adults get the basic skills they need including reading, writing, math, English language proficiency, and problem-solving to be productive workers, family members, and citizens.

PROVIDER: Various non-profit and educational entities

Senior Community Services Employment Program (SCSEP)

PURPOSE: A community service and work-based job training program for older Americans.

PROVIDER: AARP

Perkins Career and Technical Education

PURPOSE: To supplement the education programs generally offered with state and local resources that is designed to improve career-technical education programs, integrate academic and career-technical instruction, serve special populations, and meet gender equity needs.

PROVIDER: Postsecondary level Perkins training providers

Michigan Department of Corrections

PURPOSE: To create a safer Michigan by holding offenders accountable while promoting their future success for community prosperity.

PROVIDER: State of Michigan

Michigan Job Corps

PURPOSE: The nation's largest and most comprehensive residential education and job training program for at-risk youth, ages 16 through 24 that is designed to assist youth in finding their educational paths, interests, and skills.

PROVIDER: MI Job Corps, Human Learning Systems

Other Workforce Partners

Access for All

PURPOSE: To prepare individuals for entry into construction trades apprenticeship programs.

PROVIDER: Michigan AFL-CIO Workforce Development Institute (MiWDI)

Disability Network

PURPOSE: To support a community that values disability as human diversity, free of additional barriers, where all people benefit with full access and inclusion.

PROVIDER: Disability Network Southwest Michigan

Michigan ERN (SWERN)

PURPOSE: Improve workforce retention through employee support and training.

PROVIDER: Upjohn Institute / MW! Southwest